

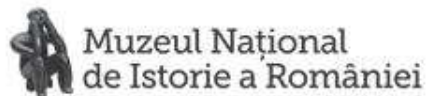


Discovering the Archaeologists of Romania 2012-14

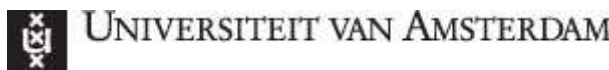
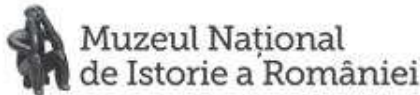
Corina Borş and Paul Damian

Muzeul Național de Istorie a României [National History Museum of Romania]

Published by September 2014



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I. INTRODUCTION: BRIEF DESCRIPTION OF THE DISCO 2014 PROJECT

GENERAL INFORMATION

- ✓ financed by the European Commission through the Executive Agency for Education, Audiovisual and Culture (project no. 52809-LLP-1-2012-1-UK-LEONARDO-LNW)
- ✓ financed in the framework of the Lifelong Learning Programme of the European Union
- ✓ coordinated by York Archaeological Trust (UK)
- ✓ 23 partners
- ✓ implementation period: 2012 – 2014
- ✓ transnational project
- ✓ extended follow-up to the *Discovering the Archaeologists of Europe Project*, unfolded from 2006 to 2008, yet with less partners at that time
- ✓ main objective – the analysis of the employment degree in archaeology and the identification of the barriers regarding the (specialised) work force mobility in this domain at European level
- ✓ Official website: <http://www.discovering-archaeologists.eu/>

I.1. General background

This report is one of 21 National Reports presenting the results of *Discovering the Archaeologists of Europe 2012–2014 Project* in each participating country. This report, along with the other 20 will be used for preparing the transnational report, the major outcome of the project.

This National Report has been prepared as part of a joint project named *Discovering the Archaeologists of Europe 2012–2014*, developed and implemented by archaeological institutions / entities of 19 EU member states and two countries outside the EU. This project undertaken from October 2012 to September 2014 is following a similarly oriented and named project of 2006–2008 set by 12 EU countries. The core concept of the project was inspired by a similar attempt made in 2002 and 2003 for Great Britain (*Aitchison, Edwards 2003*).

Romania did not participate in the previous *Discovering the Archaeologists of Europe* project (2006–2008). Thus it is the first time that a survey about the archaeologists of Romania has been carried out at a national level. Yet, a relatively recent paper on quality management in Romanian archaeology provided a preliminary overview of the archaeological profession in Romania after 1990 (*Angelescu 2007*).

The current Romanian part of the research was made by the National History Museum of Romania. The research team was formed by Corina Borş (*PhD* – senior

archaeologist) and Paul Damian (*PhD* – deputy director, member of the National Committee of Archaeology – Ministry of Culture).

I.2. Purpose and aims

The main goal of the project was to gather data comparable for different countries in regard to the archaeological profession, for a basic understanding upon the structure and state of archaeological community in the participating countries. Such an approach aims to identify the opportunities and/or treats in regard to the (specialised) work force mobility in archaeology at European level, by undertaking an analysis of the employment patterns and constrains in archaeology within various countries.

In other words, the aim of *Discovering the Archaeologists of Europe 2014 Project* was to investigate and assess the field of archaeology, in order to uncover the current composition of the archaeological profession and to gain a thorough insight of the needs of the archaeological community at national and European level. The key project objectives at European and national levels were the following:

- to develop a profile of the archaeological workforce;
- to identify the trends and issues of the archaeological labour market;
- to identify skills shortages and training needs in regard to the archaeological profession at a European level;
- to disseminate the results of this research, primarily in order to provide archaeological employers with relevant information to help business planning and improvement of the organisations' performance;
- to inform the archaeological sector on the outcomes of this research.

Given such objectives, the research focused on a series of specific topics, *e.g.* who are the archaeologists, where is performed the archaeological profession, which are the characteristics of the archaeological work, which qualifications required are required, how is remunerated the archaeological work, which are the archaeologists' skills shortages and training needs. Moreover, the research looked for the predictions for the employment of archaeologists in the coming years. Such data would be useful for understanding the current labour market in contemporary archaeology, by identifying the needs for specific knowledge in this domain which will enable more efficient workforce mobility, offering the individuals to better plan and develop their professional curricula, along with identifying for the providers of professional education guidelines for further development. Last but not least, the data gathering aimed to offer an insight concerning the effects of the worldwide economic crisis. In order to allow a proper data comparison at a European level, a set of standard issues to be contained by the questionnaires were mandatory for all participant states.

I.3. Partners

- **York Archaeological Trust (UK) (project coordinator)**
(<http://www.yorkarchaeology.co.uk/>)
- **Landward Research Ltd (UK)** (<http://landward.eu/>)
- **Internationales Österreichisches Archäologie Forum (Austria)**
(<http://archaeologieforum.at/>)
- **Agentschap Onroerend Erfgoed (Belgium)** (<https://www.onroerenderfgoed.be/>)
- **Department of Antiquities (Cyprus)**
(http://www.mcw.gov.cy/mcw/da/da.nsf/DMLindex_en/DMLindex_en?OpenDocument)
- **Institute of Archaeology - Academy of Science, Prague (Czech Republic)**
(<http://www.pcl-eu.de/partners/prachens/academy.php>)
- **Foreningen af Fagarkaeologer (Denmark)** (<http://www.archaeology.dk>)
- **MTU Arheopolis (Estonia)** (<http://arheopolis.edicypages.com/et>)
- **Universität Bonn, Institut für Archäologie und Kulturanthropologie (Germany)**
(<http://www.ai.uni-bonn.de/>)
- **Initiative for Heritage Consultancy (Greece)** (<http://www.inherity.org/>)
- **Institute of Archaeologists of Ireland (Ireland)** (<http://www.iai.ie/>)
- **Confederazione Italiana Archeologi (Italy)** (<http://www.archeologi-italiani.it/>)
- **Latvijas Universitate(Latvia)** (<http://www.lu.lv/eng/>)
- **University of Amsterdam (Netherlands)** (<http://www.uva.nl/en/home>)
- **Norwegian Association of Researchers (Norway)**
(<https://www.forskerforbundet.no/english/>)
- **Uniwersytet im. Adama Mickiewicza w Poznaniu (Poland)** (<http://amu.edu.pl/>)
- **Associação Profissional de Arqueólogos (Portugal)** (<http://www.aparqueologos.org/>)
- **Muzeul Național de Istorie a României (Romania)** (<http://www.mnir.ro>)
- **Univerza na Primorskem (Slovenia)** (<http://www.upr.si/>)
- **Comenius University in Bratislava, Faculty of Philosophy (Slovakia)**
(<http://www.uniba.sk/?en>)
- **Institute of Heritage Sciences (Incipit) (Spain)** (<http://www.incipit.csic.es/en/>)
- **European Association of Archaeologists** (<http://e-a-a.org/>)
- **Cultural Heritage Without Borders (Bosnia)** (<http://chwb.org/bih/>)

II. NATIONAL CONTEXT: BEING AN ARCHAEOLOGIST IN ROMANIA – A CHANGING PERSPECTIVE ALONG 150 YEARS

The history of Romanian archaeology dates back to the first half of the 19th c. One have to remember that by that time Romania was still divided in a series of principalities. This have been said, the first museum with collections of antiquities set on what is nowadays Romania is the Brukenthal Museum in Sibiu, among the first museums opened in Central and Eastern Europe (1817).

In 1834, was founded the first National Museum in Bucharest, hosting collections of antiquities and natural history. About 3 decades later, in 1862, a generous donation of antiquities was the starting point of the Museum of Antiquities, in 1862. The museum of managed by the Archaeological Committee, reuniting key figures of the Romanian *intelligentsia*. A decade later, at the University of Bucharest, at the Faculty of Letters was held by Alexandru Odobescu the first course of archaeology (1877). During the last decades of the 19th c. was reorganized the Museum of Antiquities in Bucharest, under the leadership of Grigore Tocilescu. Also, in 1892 is adopted the first law regarding the protection of archaeological heritage (sites, monuments and objects). During most of the 19th c. archaeology was seen rather as a hobby than a profession. Gradually, starting with the last decades of the 19th c. and during the first half of the 20th c. a series of leading Romanian archaeologists received PhD degrees from major central and western European universities, both in prehistoric and classical archaeology. As a consequence one can consider that archaeology became a profession in Romania commencing the last decades of the 19th c.

The key figure for the history of Romanian archaeology at the beginning of the 20th c. is Vasile Parvan, director of the Museum of Antiquities. On the same time, a series of new legal provisions for the protection of archaeological heritage are adopted in 1913 and 1919, within a larger framework for protecting the historic monuments of the country. Yet one have to outline that up to the Second World War the number of archaeologists in Romania is not a very large. The main research centres in archaeology are related to the universities in Bucharest, Cluj and Iasi, as well as to the National Museum of Antiquities in Bucharest. It is important to notice that since the beginning of the first legal provisions for protection the archaeological heritage, the right to make archaeological excavations was granted only by the state to authorized persons, by recognizing that the state is the only legal owner of the archaeological heritage (sites, monuments and objects). Yet the laws were not very detailed in nominating the persons who are allowed to undertake archaeological excavations, although stated clearly that only the Ministry of Public Instruction (= Education), and later Ministry of Culture can grant such a authorization.

On have to mention an initiative of the mid 30s' of the last century (1935–1937), when took place a series of attempts to establish the Archaeological Commission of Romania and the Romanian Archaeological College throughout a dedicated law. But none became into being. This was the moment when a series of archaeological professionals (mainly professors of ancient history and archaeology, epigraphy of the three main universities in Romania and curators from the National Museum of Antiquities) tried to establish more precisely who was an archaeologist (= a person entitled to perform legal archaeological excavations).

These vague provisions in defining who's an archaeologist in Romania were inherited by the communist laws, but the state kept its right in granting the excavation permits by

different central bodies (the Romanian Academy during the '50s and '60s and the Council of Socialist Culture and Education starting the '70s).

Yet, after the Second World War a large number of archaeological institutions were established in Romania, mainly museums and institutes of archaeology.

III. ABOUT THE NATIONAL HISTORY MUSEUM OF ROMANIA (MNIR)

A Romanian history museum of national rank appeared late, in comparison with some other neighbouring countries in SE Europe. Thus the National History Museum of Romania was founded only by a decision made in 1969, following a series of changes undertaken during the first two decades of the communist regime in regard to the former National Museum of Antiquities. The building that hosts nowadays the museum is a historic monument, erected in late 19^h century, in the neo-classic style, which defines the most beautiful architectural achievements from the time of Carol the First, at the beginnings of the Romanian Kingdom. Its location, in downtown, near the National Bank and the Romanian Savings Bank, on the most famous city backbone, Calea Victoriei (Victory Avenue), is a historic place by itself, in the oldest commercial district of the city ("Lipscani"). When the former destination of the building (Palace of the Central Post Office) was changed, in 1969, a large Lapidarium was added in the inner yard; one can find there a permanent exhibition of ancient and medieval epigraphs, monuments and architectural remains, as well as a natural size copy of the Trajan's Column. From the same area one can reach into the National Historic Treasure, the main point of attraction for both tourists and specialists.

While in 1972, the date of its inauguration, the museum collection consisted of little more than 30,000 items, today the museum owns a heritage of over 650,000 items, grouped in several collections: lapidarium, tegularium, pottery, treasure, metals, arms and military equipment, textiles, furniture, numismatics, medals and seals, manuscripts, prints, graphic art, decorative art, historic photos archive. Related to those collections stand the main departments of the institution, as Archaeology (including a department for preventive archaeology and a centre for multidisciplinary research), Heritage and Conservation, History, Investigations, Numismatics and Historic Treasure, Public Relations, Restoration.

Since 2002 the building of the National History Museum entered in a process of general rehabilitation, the main historical exhibition being closed for public. Unfortunately, due to both financial and bureaucratic troubles, the process is stopped somewhere in the middle, from years. Nevertheless, the most attractive areas in museum, like the Treasure, Trajan's Column and Lapidarium, remained opened all this time. In addition, the main lobby of the museum is hosting numerous temporary exhibitions.

The History National Museum of Romania is one of the most relevant institutions with expertise in archaeology, history, numismatics and archaeometry; it is trusted as a research institution by the National Scientific Research Agency of the Ministry of Education and Research, being as well certificated as a national museum under the coordination of the Ministry of Culture. During the last 15 years, the institution was coordinating some national research projects (on Neolithic chronology, Roman defensive system, and diagnostic of heritage provenience) or was a key institutional partner in others (focused on archaeometallurgy, leather or paint conservation). On the same time, the archaeologists of MNIR are leading certain major preventive archaeological projects or are developing research partnerships throughout international projects.

Last but not least, during the last two decades the museum was involved in a series of international exhibitions, presenting abroad archaeological and historical masterpieces of the national cultural heritage of Romania.

In terms of the "archaeological" staff the National History Museum of Romania is one of the largest employers in Romania. During the last 15 years the number of

archaeologist hired by MNIR grew, yet since 2008 a major setback was encountered due to the economic crisis and subsequent public policies adopted by the Romanian Government in regard to the employment in the public sector. Currently, the “archaeological” staff of the National History Museum of Romania comprises:

- expert archaeologists (labour contract on undetermined period) – 11
- associated expert archaeologists (labour contract on determined period) – 5
- specialized archaeologists (labour contract on undetermined period) – 14
- beginner archaeologists (labour contract on undetermined period) – 5
- associated beginner archaeologists (labour contract on determined period) – 13

[Note: The classifications of archaeologists indicated above are the ones in use for the Register of Archaeologists in Romania, see below chapter IV and section VI.1.]

IV. LEGAL FRAMEWORK FOR ARCHAEOLOGY IN ROMANIA

IV.1. Evolution of the legal framework with special regard to the archaeological profession

The current legal framework in regard to archaeology in Romania was adopted starting 2000, after a decade of legislative void in this domain (1990–1999). This situation was a direct outcome of the communist period. In a general characterization, one can consider the legal framework for archaeology in Romania nowadays as setting a very “centralized” structure and system, yet with certain updates deriving from the European recommendations and regulations.

There are several landmarks in the history of Romanian legislation on archaeological heritage protection (including in a way the archaeological profession). Thus, starting with the second half of the 19th and up to the middle of the following century, archaeological research in Romania contained specific regulations, such as the laws (and subsequent regulations) of 1874, 1892, 1913, 1919 etc. We must stress that after 1945 juridical regulation of heritage protection was seriously flawed. Prior to 1989, there were no clear legal provisions in defining who is an archaeologist in Romania and subsequently on professional standards of practicing archaeology

Even after 1990, in spite of socio-political changes there was no certain concern for the adoption of a set of juridical measures on heritage, except several exceptions connected to historical monuments, but legislative void was still the general rule. The main laws for the domain we are concerned with, adopted in the first decade after 1989 did nothing but to instantly annul previous (communist) legislation, without managing to implement a minimum set of emergency measures. The profoundly negative effects of this approach are still measurable at the present moment. Punctual stipulations on archaeological heritage protection existed only in Ordinance 68/1994 and they were subordinated to legislative initiatives that concerned the larger and more popular domain of historical monuments. As concerns the archaeological profession there was no legal provision from 1990 to 1999. In a rather surprising way, if we are to judge the period’s context, Romania signed in 1996 the Malta Convention and Parliament ratified it one year later. From a juridical point of view, the document came into effect only in 1998.

Starting from this general defining frame for the first post-communist decade, in the context of a complex process during which Romania joined the EU, the first juridical regulation on archaeological heritage protection was adopted in the first half of 2000, namely the Government Ordinance no. 43/2000 (subsequently amended). This act introduced, for the first time after 1989, a series of crucial issues such as the conditions for authorizing archaeological excavations and their classification, the definition of the main institutions with a role in archaeological heritage protection and their specific attributes etc. In the same context, there were adopted two ministry orders in regard to the archaeological profession in Romania, respectively, as well as a resolution of the National Committee of Archaeology:

- Order of the Minister of Culture no. 2071/2000 on the Regulations for organizing archaeological excavations in Romania;
- Order of the Minister of Culture no. 2072/2000 for establishing the Register of Archaeologists in Romania;

- The resolution of May 24th, 2000 of the National Committee of Archaeology in regard to the Deontological Code of Archaeologists in Romania.

One has to outline that the Deontological Code of Archaeologists in Romania is similar to the EAA Code of Practice (1997). Also it is important to mention that all these three legal documents were adopted without any public consultation with the archaeologists in Romania at that time. Moreover, at that time there was no professional association of archaeologists existing in Romania, a situation still unchanged after 15 years.

As a direct result, the Register of Archaeologists in Romania was established as an official record of archaeologists in Romania, managed by the Ministry of Culture. Two further orders of the minister of culture were adopted in 2006 (Order of the Minister of Culture no. 2222/2006) and 2010 (Order of the Minister of Culture no. 2494/2010), setting new provisions in regard to the necessary procedures to become an authorized archaeologist in Romania. The specific criteria set by the law for becoming an authorized archaeologist in Romania will be discussed below, in section IV.2.

In order to have an overview upon the system for performing archaeology in Romania nowadays, it was considered useful to indicate below the main institutional elements of which this system is structured.

1. Ministry of Culture (with various official names from 2000 to present), which from 2000 to 2005 had a dedicated department for archaeology within the General Directorate for Cultural Heritage (only two civil servants with expertise for archaeology are working in here since 2000)
2. National Committee for Archaeology – a consultative expert body to the Ministry of Culture in all the issues related to archaeology and the protection of archaeological heritage
3. County Directorates for Culture and National Cultural Heritage → 42 (one for each county; only in 17 county directorates of 42 in total there is working a civil servant with expertise for archaeology)

Both the Ministry of Culture and the National Committee for Archaeology do have specific duties in regard to the certification of the archaeologists and archaeological profession in Romania.

Last, but not least it is important to notice the legislative framework for the protection of the archaeological heritage (and by consequence to the way how is practiced archaeology in Romania, especially in regard to the archaeological excavations) was constantly updated during the last 15 years, respectively in 2001, 2003, 2006, 2007, 2010, 2011. During the last 5 years, there are a series of echoes in the mass-media, as well as in a series of governmental public statements that a new Code of the Cultural Heritage will be adopted, but up to now no such document was launched for public debate.

IV.2. Who is an archaeologist in Romania?

According to the law adopted in 2000 (with subsequent amendments in 2006 and 2010 by orders of the minister of culture), an archaeologist in Romania is a person who graduated special university studies in history (specialization for ancient history, archaeology and medieval history), with a special derogation for classical philology inscribed on the Register of Archaeologists, managed by the Ministry of Culture. The quality of “registered archaeologist” is certified by the Ministry of Culture based on the notification of the National Committee of Archaeology.

There are 3 categories of “expertise” for registered archaeologists in Romania, respectively:

- beginner
- specialist
- expert

According to the law (nowadays, the Order of the Minister of Culture no. 2494/2010) there are stipulated strict conditions for granting this certifications. The main criteria are:

- academic degrees (MSc, PhD);
- relevant practical (field) experience;
- certain number of academic publications (volumes and articles).

In terms of practice, especially for archaeological excavations, the three categories of registered archaeologist can undertake the following:

- beginner archaeologist – has the right to be a member of an archaeological (field) team;
- specialist archaeologist – has the right to manage an archaeological sector within a scheduled (systematic) or preventive excavation; in special cases a derogatory provision can be applied so that a specialist archaeologist can manage a preventive archaeological excavation;
- expert archaeologist – has the right to manage an archaeological site within a scheduled (systematic) or preventive excavation.

As mentioned above, the Register of Archaeologists in Romania was established since 2000 by the Ministry of Culture. Currently, this register is an on-line database, with a series of fields available for public search (<http://arh.cimec.ro/RegistruArheologi.aspx>, only in Romanian). There are more than 850 archaeologists inscribed to date in the Register of Archaeologists in Romania, but this number is not a very accurate one as will be detailed in section VI.1.

These archaeologists (including foreign ones) are the only persons authorized to undertake archaeological investigations (field reconnaissance, trial trenches, scheduled excavations, large scale excavations, preventive excavations etc.) in Romania.

Also one has to mention that in Romania there are only a few archaeological associations, created especially for particular scientific purposes and none professional.

Based on the public data available throughout the on-line database of the Register of Archaeologists, in Romania the general structure of the professional archaeological body in terms of institutional affiliation is the following:

No.	Type of institution	Number of registered archaeologists	Preliminary ratio at national level
1.	Universities	180	20.97%
2.	Research Institutes of the Romanian Academy	90	10.48%
3.	Ministry of Culture & County Directorates for Cultural Heritage	17	1.98%
4.	National Museums	110	12.82%
5.	National Institute for Heritage	11	1.28%
6.	County / Regional museums	319	37.17%
7.	Other institutes of research	13	1.51%
8.	Other type of institutions (central and local administration, schools & high schools, private firms etc.)	51	5.94%
9.	Foreign institutions	13	1.51%
10.	Without certain institutional affiliation / Undetermined	54	6.29%
11.	TOTAL	858	

Table 2 – The number of registered archaeologists per institutions according to the public data of the Register of Archaeologists

IV.3. Operational framework for archaeology in Romania

As seen in the table above, the main employers in Romania in regard to archaeology are public institutions as universities (20,97%), research institutes (13,27%) and museums (49,99%), respectively in here are hired about 85% of the total number of registered archaeologists in Romania.

The main archaeological positions (jobs) existing in these institutions are:

- scientific researcher (research institutes, museums)
- different academic positions (lecturer, professor etc. in universities)
- museographer (museum specialist) / curator (museums)
- different administrative positions (ministries & central, government institutions, county directorates for cultural heritage)
- different part-time positions (museums, research institutes, project teams)
- freelancers

There are no official provisions for the activity of consultants, yet there are a series of attempts in this direction in direct relation with the development-led archaeology sector, a very small number (about 5 with constant activity) of private firms, mainly involved in

archaeological surveys, development of GIS archaeological projects and consultants for infrastructure constructors.

In general terms, the institutional system for the archaeology in Romania can be described as a very “centralised” / state dominated structure, inherited from the communist period and with no major updates during the last 15 years, despite the evolution of contractual archaeology related mainly to large-scale infrastructure projects.

The main constitutive elements of the institutional system for the archaeology in Romania are the following:

- the institutes of archaeology of the Romanian Academy → 3 main institutes (Bucharest, Cluj, Iași)
- the museums with archaeological departments / expertise
 - the national ones → 5
 - the regional ones → more than 40
- the faculties of history (3 main faculties in Bucharest, Cluj, Iași, followed by others in Sibiu, Timisoara, Oradea, Targoviste, Craiova, Constanta etc.).
- the central and regional administrative bodies (the Ministry of Culture, the County Directorates for Culture and Cultural Heritage)

The only new institutions established after 1989 are only a small number of private universities having also faculties of history. As concerns the educational framework for the archaeology in Romania, this was restructured to a small degree as regards the university curricula, the archaeological practice of the students, the practical skills provided by university studies etc. The main constitutive elements for the educational system of archaeology in Romania are:

- the state universities with faculties of history (no faculties of archaeology, but certain chairs) → 3 main centres considered to have a higher expertise (Bucharest, Cluj, Iași)
- the private universities with faculties of history (no faculties of archaeology, but certain chairs) → considered to have a limited expertise

Currently the university educational framework is structured according to the Bologna system (3 + 2 + 3 years / License / Master / PhD), but there are indications that this structure has to be reconsidered. A recent change of perspective, starting two years ago was the one determined by the establishing the hierarchy of the universities in Romania with a direct major impact especially on the post-graduate study programs. Also, with special regard to the highest degree of registered archaeologist in Romania, one have to outline that for this certification is mandatory a PhD degree and during the last 5 years decreased significantly the number of scientific coordinators / tutors for PhD studies in ancient / medieval history and archaeology. One of the main reason was the economic crisis, and the public policies implemented by the Romanian Government starting 2009 in regard to the retirement / employment in the public sector.

There are no commercial firms to perform archaeological excavations, and the current laws institute a kind of state monopoly for performing archaeological excavations (see Order of the Minister of Culture no. 2178/2011).

An important factor for the archaeological profession in Romania, and not only, is the financial framework. During the last 15 years, a series of changes occurred, in major

contradiction with the former “state controlled” system described above. These changes referred to:

- at the academic level of funding
 - ✓ the state budget throughout the funds provided by the Ministry of Culture for archaeological excavation projects (only for academic ones and not for any preventive/rescue ones) (annual), with a constant decrease during the last 5 years up to 2014 when the ministry provided no funds for archaeological excavation; another component of the funds from the state budget for archaeology are the one provided by the county councils to the regional museums, but n due to the lack of public data no estimates can be made in this respect
 - ✓ the research fund provided by the Ministry of Education, Research, Youth and Sport throughout various type of research projects (multi-annual); there was a very positive start in this direction since 2005/2006 followed by a major setback since 2009 due to the economic crisis (a special remark to the fact that such research projects in archaeology were characterised by multidisciplinary approach in comparison to the “traditional” excavations projects)
 - ✓ the general budgets of the public “archaeological” institutions (research institutes of the Romanian Academy, museums) allocated by various ministries; mainly these public funds are used to pay the permanent staff of such institutions, with a major decrease since 2009 due to the economic crisis (severe limitations for new employment and professional promotion)
- from the contractual (development-led) archaeology
 - ✓ the public budgets of the Ministry of Transportation and Infrastructure for large scale development projects for motorways (European funds and governmental funds)
 - ✓ the private budgets of different developers interested in residential/industrial projects

Since the public data in regard to these categories of funding are very few and inconsistent, a good picture can be obtained from the statistics of systematic / scheduled excavations versus the preventive ones during the last 15 years.

Year	Number of authorised (“systematic”) excavations	Academic (“systematic”) excavations (total percent per year)	Number of authorised preventive/rescue excavations	Preventive/rescue excavations (total percent per year)	Total number of excavations
2000	234	92.4%	1 rescue 18 watching brief	7.6%	253
2001	237	93.67%	16 rescue	6.33%	253
2002	271	56.22%	211 rescue	43.78%	482
2003	238	49.17%	246 rescue	50.83%	484
2004	195	36.38%	330 preventive 11 watching brief	63.62%	536
2005	183	23.25%	411 preventive 193 watching brief	76.75%	787
2006	146	12.95%	557 preventive 424 watching brief	87.05%	1127
2007	141	13.20%	483 preventive 444 watching brief	86.80%	1068
2008	150	14.79%	511 preventive 353 watching brief	85.21%	1014
2009	141	16.92%	405 preventive 287 watching brief	83.08%	833
2010	146	20.97%	303 preventive 247 watching brief	79.03%	696
2011	124	21.94%	286 preventive 155 watching brief	78.06%	565
2012	107	15.26%	290 preventive 304 watching brief	84.74%	701
2013	136	19.76%	237 preventive 315 watching brief	80.24%	688
2014 (July)	79	17.95%	166 preventive 195 watching brief	82.05%	440
Total per category for the analysed period	2528	25.46%	7399	74.54%	9927

Table 2 – The dynamics of archaeological excavations in Romania (“scheduled” excavations versus preventive excavations) [Source of data: ACERA system, available on-line at <http://arh.cimec.ro/>]

As clearly indicates the data presented in the table above a very important change occurred during the last 15 years in respect to the demand for archaeological expertise (mainly for archaeological excavations), namely from the so-called “scheduled/systematic” excavations funded by public budget to the preventive/rescue ones funded by public and

private budgets. The key components of the demand for archaeological expertise (archaeological excavations) are currently the following:

- ✓ preventive archaeological investigations funded based on the “developer pays principle” → by far the largest financial resource for archaeology nowadays, although the “commercial / contractual archaeology” emerged only during the last decade
- ✓ research projects funded yearly by the Ministry of Culture for the so-called systematic field (academic) researches → a long lasting “tradition” but decreasing gradually
- ✓ multi-annual research projects funded by the Ministry of Education / research for fundamental studies in various domains, including ancient history and archaeology → a new opportunity but heavily impacted by the crisis

Given the general data presented up to know, a series of opportunities and disadvantages were identified concerning the professional (archaeological) body in Romania.

OPPORTUNITIES

- large scale excavations due for road & industrial infrastructure projects → the chance for gaining professional field expertise, especially for the young archaeologists
- the required legislative framework derived from the UE accession (mobility of the persons and labour force) → a perspective for a better mobility, yet standards of practice needs to be unified at EU level in order to allow better mobility of the specialised work force in archaeology

DISADVANTAGES

- no education system for archaeology → the need for a modern curricula and practical skill according to the demands in contractual archaeology
- the profession/position of archaeologist WAS VERY RECENTLY INCLUDED in the Romanian Labour Code (the list of functions)
- an archaic academic & research & administrative structures
- a limited number of jobs in the state (public) system and the blockage of the system
- very low salaries (except the so-called category of “scientific researchers”) (see details in section VIII.2.)
- limited options for professional training and post-graduate studies/stages
- a professional register elaborated and managed by the central cultural administration (the Ministry of Culture), combined with the absence of a professional association → lack of social dialogue
- almost no initiative for self-regulations & standards
- no specific provisions for safety & health regulations for archaeology

- the absence of code of practice and professional standards
- the major dilemma among the Romanian archaeologists: academic field research – the “genuine” archaeology versus preventive archaeological research – a “second-hand” archaeology
- the “territorial” monopole claimed by certain museum/institutions although the archaeological heritage is in state ownership
- the public perception on archaeology and archaeological profession (see below VI.4.)
- inadequate public strategies & funds for archaeological research & archaeological heritage management
- absence of the dialogue among the professional
- absence of the dialogue with relevant stakeholders

V. THE QUESTIONNAIRES DEVELOPED IN THE FRAMEWORK OF THE DISCO PROJECT 2012 –2014

V.1. The institutional questionnaire

The main criteria considered for the institutional questionnaire are:

1. Type of institution
2. Type of activities / services in archaeology
3. Geographical area
4. Staff
5. Employments' dynamics
6. Quality standards for activities / services in archaeology
7. Professional training at institutional level
8. Union affiliation
9. Salaries

[PROFILE OF THE ORGANISATION]

1. TYPE OF INSTITUTION			
<input type="checkbox"/> University (public <input type="checkbox"/> / private <input type="checkbox"/>)		<input type="checkbox"/> Research Institute (of the Romanian Academy)	
<input type="checkbox"/> Museum (national <input type="checkbox"/> / regional <input type="checkbox"/>)		<input type="checkbox"/> Public administration (central <input type="checkbox"/> / local <input type="checkbox"/>)	
<input type="checkbox"/> Private enterprise		<input type="checkbox"/> Other (please specify)	
2. TYPE OF ACTIVITIES / SERVICES IN THE FIELD OF ARCHAEOLOGY			
<input type="checkbox"/> Evaluation / Diagnosis	<input type="checkbox"/> Scheduled excavation	<input type="checkbox"/> Preventive excavation	<input type="checkbox"/> Surveillance
<input type="checkbox"/> Consultancy / Management	<input type="checkbox"/> Museum activities	<input type="checkbox"/> Post-excavation analysis	<input type="checkbox"/> Education / Teaching
<input type="checkbox"/> Historic studies	<input type="checkbox"/> Restoration	<input type="checkbox"/> Design & topography	<input type="checkbox"/> Publication
<input type="checkbox"/> Other (please specify)			
3. GEOGRAPHIC DELINEATION OF ACTIVITIES / SERVICES			
3.1. Where is your institution located?			

Region		County	
3.2. Please indicate the geographic reach of your activities / services.			
<input type="checkbox"/> regional		<input type="checkbox"/> national	
		<input type="checkbox"/> international	
4. NUMBER OF STAFF (full-time positions)			
Archaeologists		Number of curators / museographers	Number of researchers
Number of academic positions		Other (please specify)	
Other skilled (specialised) employees		Total number:	
Technical staff		Total number:	
Administrative staff		Total number:	
Others (please specify)		Total number:	
4.1. Do you employ part-time staff for archaeological activities / services?		<input type="checkbox"/> YES	<input type="checkbox"/> NO
Archaeologists		Total number per last year:	
Assistant staff		Total number per last year:	
Please indicate the number of people aged under 20 years employed last year as part-time staff.			
4.2. Do you employ part-time staff for institutional activities other than archaeology?		<input type="checkbox"/> YES	<input type="checkbox"/> NO
Specialists (with university diploma)		Total number per last year:	
Qualified workers		Total number per last year:	
Unqualified workers		Total number per last year:	
Please indicate the number of people aged under 20 years employed last year as part-time staff.			

4.3. Do you work with volunteers for archaeological activities / services?

<input type="checkbox"/> YES	<input type="checkbox"/> NO	<input type="checkbox"/> DON'T KNOW <input type="checkbox"/> NO INFO
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5. EMPLOYMENT'S DEVELOPMENT

5.1. EMPLOYMENT'S DEVELOPMENT DURING THE LAST DECADE (full-time positions)

Archaeologists in 2003	Total number:
Total staff in 2003	Total number:
Archaeologists in 2008	Total number:
Total staff in 2008	Total number:
Archaeologists in 2010	Total number:
Total staff in 2010	Total number:
Archaeologists in 2012	Total number:
Total staff in 2012	Total number:

5.2. EMPLOYMENT'S DEVELOPMENT DURING THE 3 YEARS (part-time) RELATED TO ARCHAEOLOGICAL ACTIVITIES / SERVICES

Archaeologists in 2010	Total number:
Assistant staff in 2010	Total number:
Archaeologists in 2011	Total number:
Assistant staff in 2011	Total number:
Archaeologists in 2012	Total number:
Assistant staff in 2012	Total number:

5.3. ESTIMATE FUTURE EVOLUTION OF THE EMPLOYMENT

5.3.1. Do you expect the number of archaeologists to be working for you in 2014 to be:

<input type="checkbox"/> more than now	<input type="checkbox"/> less than now	<input type="checkbox"/> the same as now
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5.3.2. Do you expect the number of archaeologists to be working for you in 2016 to be:

<input type="checkbox"/> more than now	<input type="checkbox"/> less than now	<input type="checkbox"/> the same as now
--	--	--

5.3.3. Do you expect the total staff to be working for you in 2014 to be:			
<input type="checkbox"/> more than now	<input type="checkbox"/> less than now	<input type="checkbox"/> the same as now	
5.3.4. Do you expect the total staff to be working for you in 2016 to be:			
<input type="checkbox"/> more than now	<input type="checkbox"/> less than now	<input type="checkbox"/> the same as now	
5.4. How you consider the number of permanent full-time permanent positions of archaeologists in your institution compared to the current scale of activities/services?			
<input type="checkbox"/> TOOSMALL	<input type="checkbox"/> SATISFACTORY	<input type="checkbox"/> ADEQUATE	<input type="checkbox"/> TOOLARGE
5.5. How you consider the number of permanent full-time permanent positions of archaeologists in your institution compared to the future scale of activities/services (the next 3–5 years)?			
<input type="checkbox"/> TOOSMALL	<input type="checkbox"/> SATISFACTORY	<input type="checkbox"/> ADEQUATE	<input type="checkbox"/> TOOLARGE
6. QUALITY STANDARDS (full-time positions) FOR ARCHAEOLOGICAL ACTIVITIES / SERVICES			
6.1. Are quality standards relevant for the archaeological activities / services in your institution?	<input type="checkbox"/> YES		<input type="checkbox"/> NO
6.2. If you've answered YES to the previous question please indicate certain quality standards used by your institution.	..... ..... .....	
6.3. Which qualifications do you require for a person to manage an archaeological project / excavation?	..... ..... .....	
7. ARCHAEOLOGICAL STAFF TRAINING			
7.1. Is there a need for training for the archaeological staff in your institution?			
<input type="checkbox"/> YES	<input type="checkbox"/> NO	<input type="checkbox"/> DON'T KNOW	
7.2. Do your archaeological employees have the opportunity to participate in training stages (internal and/or external)?			
Full-time staff	<input type="checkbox"/> YES	<input type="checkbox"/> NO	<input type="checkbox"/> DON'T KNOW <input type="checkbox"/> NO INFO
Part-time staff	<input type="checkbox"/> YES	<input type="checkbox"/> NO	<input type="checkbox"/> DON'T KNOW

			<input type="checkbox"/> NO INFO		
7.3. If you answered YES to any of the previous questions in this section, please indicate how your institution is training the archaeological staff?					
Type of training	Full-time staff		Part-time staff		
formal training outside the organisation	<input type="checkbox"/>		<input type="checkbox"/>		
formal training in the organisation	<input type="checkbox"/>		<input type="checkbox"/>		
individual training outside the organisation	<input type="checkbox"/>		<input type="checkbox"/>		
individual training in the organisation	<input type="checkbox"/>		<input type="checkbox"/>		
7.4. Which non-archaeological skills are training priorities in your organization in order to improve your archaeological activities / services?					
project management	<input type="checkbox"/>	marketing	<input type="checkbox"/>		
customer relations & PR	<input type="checkbox"/>	HR	<input type="checkbox"/>		
survey & mapping	<input type="checkbox"/>	information technology	<input type="checkbox"/>		
Other (please specify)					
7.5. Please indicate below the total actual number of academic highest qualifications for archaeologists employed in your institution.					
Full-time		Part-time			
7.6. Please indicate below where were obtained the highest qualifications for archaeologists employed in your institution.					
Full-time			Part-time		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
in Romania	elsewhere in EU	elsewhere in the world	in Romania	elsewhere in EU	elsewhere in the world
7.7. Please indicate below the total actual number of academic highest qualifications for					

non-archaeologists employed in your institution.					
Full-time			Part-time		
7.8. Please indicate below where were obtained the highest qualifications for non-archaeologists employed in your institution.					
Full-time			Part-time		
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
in Romania	elsewhere in EU	elsewhere in the world	in Romania	elsewhere in EU	elsewhere in the world
8. TRAINING SUPPLY AND DEMAND FOR ARCHAEOLOGICAL STAFF					
8.1. Do you hire archaeologists without previous experience?		<input type="checkbox"/> YES		<input type="checkbox"/> NO	<input type="checkbox"/> NO INFO
8.2. If YES, how much support do you provide for their initial (basic) training?		<input type="checkbox"/> VERY LITTLE	<input type="checkbox"/> LITTLE	<input type="checkbox"/> MEDIUM	<input type="checkbox"/> GREAT
8.3. In your opinion how are prepared the university graduates to practice archaeology?		<input type="checkbox"/> VERY POOR	<input type="checkbox"/> POOR	<input type="checkbox"/> WELL	<input type="checkbox"/> VERY WELL
8.4. To what degree you consider that the currently available training courses match the actual requirements to practice this profession?		<input type="checkbox"/> VERY LITTLE	<input type="checkbox"/> LITTLE	<input type="checkbox"/> MEDIUM	<input type="checkbox"/> WELL
9. TRADE UNIONS					
9.1. Are there any trade unions in your institution?		<input type="checkbox"/> YES		<input type="checkbox"/> NO	<input type="checkbox"/> NO INFO
9.2. If you answered YES to the previous questions in this section, please indicate the name of this trade union(s).					
10. SALARIES					
10.1. Are the salaries in your institution tied to an official scale system?		<input type="checkbox"/> YES		<input type="checkbox"/> NO	<input type="checkbox"/> NO INFO
10.2. If you answered YES to the previous questions in this section, please provide relevant details.					
.....					

.....			
.....			
10.3. Are there additional benefits for your employees?	<input type="checkbox"/> YES	<input type="checkbox"/> NO	<input type="checkbox"/> NO INFO
10.4. Do you offer a bonus for strong performance?	<input type="checkbox"/> YES	<input type="checkbox"/> NO	<input type="checkbox"/> NO INFO
10.5. If the archaeological staff is involved in research projects / grants financed from public budget does exist the possibility for extra payments, additional to the salary for a given period of time?	<input type="checkbox"/> YES	<input type="checkbox"/> NO	<input type="checkbox"/> NO INFO
10.6. If the archaeological staff is involved in contractual research projects financed from private budget does exist the possibility of extra payments, s, additional to the salary for a given period of time?	<input type="checkbox"/> YES	<input type="checkbox"/> NO	<input type="checkbox"/> NO INFO
10.7. Please indicate the lowest net annual salary of an archaeologist hired full-time permanent by your institution.	..... ..... .....	
10.8. Please indicate the average net annual salary of an archaeologist hired full-time permanent by your institution.	..... ..... .....	
10.9. Please indicate the highest net annual salary of an archaeologist hired full-time permanent by your institution.	..... ..... .....	
10.10. If the non-archaeological staff is involved in research projects / grants financed from public budget does exist the possibility for extra payments, additional to the salary for a given period of time?	<input type="checkbox"/> YES	<input type="checkbox"/> NO	<input type="checkbox"/> NO INFO
10.11. If the non-archaeological staff is involved in contractual research projects financed from private budget does exist the possibility of extra payments, s, additional to the salary for a given period of time?	<input type="checkbox"/> YES	<input type="checkbox"/> NO	<input type="checkbox"/> NO INFO
10.12. Please indicate the lowest net annual salary of a specialist (with university diploma) hired full-time permanent by your	..... .....	

<i>institution.</i>	.....
<i>10.13. Please indicate the average net annual salary of a specialist (with university diploma) hired full-time permanent by your institution.</i>	..... ..... ..... .....
<i>10.14. Please indicate the highest net annual salary of a specialist (with university diploma) hired full-time permanent by your institution.</i>	..... ..... ..... .....
<i>10.15. Please indicate the lowest net annual salary of a qualified worker (or equivalent) hired full-time permanent by your institution.</i>	..... ..... ..... .....
<i>10.16. Please indicate the average net annual salary of a qualified worker (or equivalent) hired full-time permanent by your institution.</i>	..... ..... ..... .....
<i>10.17. Please indicate the highest net annual salary of a qualified worker (or equivalent) hired full-time permanent by your institution.</i>	..... ..... ..... .....
<i>10.18. Please indicate the lowest net annual salary of an unqualified worker (or equivalent) hired full-time permanent by your institution.</i>	..... ..... ..... .....
<i>10.19. Please indicate the average net annual salary of an unqualified worker (or equivalent) hired full-time permanent by your institution.</i>	..... ..... ..... .....
<i>10.20. Please indicate the highest net annual salary of an unqualified worker (or equivalent) hired full-time permanent by your institution.</i>	..... ..... ..... .....
FURTHER COMMENTS	
If you have any further comments about issues that were not addressed by this questionnaire, please make any suggestion you consider appropriate.	..... ..... ..... .....

<p>If you have any comments on this questionnaire, please make any further remarks. All comments, suggestion and remarks are welcomed.</p>	<p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p>

Date of completion:

Name: **Position:**

Name of the institution:

V.2. The individual questionnaire

The main criteria considered for the individual questionnaire are:

1. Age
2. Gender
3. Nationality
4. Professional expertise
 - 4.1. Education (academic titles)
 - 4.2. Professional degree
 - 4.3. Archaeological expertise
5. Institutional affiliation and employment
 - 5.1. Type of employment
 - 5.2. Institutional profile of the employer
 - 5.3. Function
6. Employment's dynamics in archaeology
7. Salaries
8. Professional affiliation
9. Disabilities

1. AGE						
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
< 20 years*	20–29 years	30–39 years	40–49 years	50–59 years	60–65 years	retired*
If otherwise please specify:						
2. SEX						
<input type="checkbox"/> Female			<input type="checkbox"/> Male			
3. NATIONALITY						
<input type="checkbox"/> Romanian		<input type="checkbox"/> Other (please specify)				
4. EXPERTISE						
4.1. ACADEMIC QUALIFICATIONS						
<input type="checkbox"/> Graduated			<input type="checkbox"/> Master (<i>MSc</i>)			
<input type="checkbox"/> <i>PhD</i> candidate			<input type="checkbox"/> Doctor (<i>PhD</i>)			

<input type="checkbox"/> Post-Doc / <input type="checkbox"/> Habilitation		<input type="checkbox"/> Other (please specify)			
4.1.1. Where was the highest qualification obtained?					
<input type="checkbox"/> in Romania		<input type="checkbox"/> elsewhere in EU		<input type="checkbox"/> elsewhere in the world	
4.2. PROFESSIONAL DEGREE (according to the Register of Archaeologists in Romania)					
<input type="checkbox"/> Licensed (Beginner)		<input type="checkbox"/> Expert			
<input type="checkbox"/> Specialist		<input type="checkbox"/> Not registered			
4.3. ARCHAEOLOGICAL EXPERTISE					
<input type="checkbox"/> Prehistoric & Protohistoric Archaeology		<input type="checkbox"/> Medieval Archaeology			
<input type="checkbox"/> Classical Archaeology		<input type="checkbox"/> Other (please specify)			
5. EMPLOYMENT					
5.1. TYPE OF EMPLOYMENT					
<input type="checkbox"/> Full-time		<input type="checkbox"/> Part-time			
<input type="checkbox"/> Other (please specify)		<input type="checkbox"/> Unemployed			
5.2. TYPE OF EMPLOYER					
<input type="checkbox"/> University (public <input type="checkbox"/> / private <input type="checkbox"/>)		<input type="checkbox"/> Research Institute (of the Romanian Academy)			
<input type="checkbox"/> Museum (national <input type="checkbox"/> / regional <input type="checkbox"/>)		<input type="checkbox"/> Public administration (central <input type="checkbox"/> / local <input type="checkbox"/>)			
<input type="checkbox"/> Private enterprise		<input type="checkbox"/> Other (please specify)			
5.3. POSITION					
<input type="checkbox"/> Museographer / Curator		<input type="checkbox"/> Researcher			
<input type="checkbox"/> Academic		<input type="checkbox"/> Other (please specify)			
6. INFORMATION ABOUT PAST EMPLOYMENT IN ARCHAEOLOGY					
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1 year ago	3 years ago	5 years	7 years ago	10 years ago	over 10 years

					ago
7. INFORMATION ABOUT FUTURE EMPLOYMENT IN ARCHAEOLOGY					
<input type="checkbox"/> next 3 years	<input type="checkbox"/> next 5 years	<input type="checkbox"/> next 7years	<input type="checkbox"/> next 10 years	<input type="checkbox"/> over the next decade	<input type="checkbox"/> over the next two decades
8. MONTHLY SALARY (net salary)					
<input type="checkbox"/> < 300 €	<input type="checkbox"/> 301 – 500 €	<input type="checkbox"/> 501 – 800 €	<input type="checkbox"/> 801 – 1.000 €	<input type="checkbox"/> over 1.000 €	<input type="checkbox"/> over 1.500 €
9. Are you a member of a national professional association in archaeology?					
<input type="checkbox"/> YES			<input type="checkbox"/> NO		
9.1. If you've answered YES, please indicate its name.					
<input type="checkbox"/> YES			<input type="checkbox"/> NO		
9.2. Are you a member of the European Association of Archaeologists (EAA)?					
<input type="checkbox"/> YES			<input type="checkbox"/> NO		
Note: Please indicate if the questionnaire was filled on-line via the SurveyGo dedicated form.					
<input type="checkbox"/> YES			<input type="checkbox"/> NO		
10. Do you consider yourself to be disabled?					
<input type="checkbox"/> YES			<input type="checkbox"/> NO		

VI. OTHER SOURCES OF RELEVANT DATA

VI.1. The Register of Archaeologists in Romania

As mentioned above, the Register of Archaeologist in Romania was established in 2000. This register is managed by the Ministry of Culture and part of the data (name of the registered archaeologist, qualification, institutional affiliation, locality) are public, throughout an on-line database (available at <http://arh.cimec.ro/RegistruArheologi.aspx>). Currently there are 858 archaeologists registered, under the following three categories of qualification / expertise:

- ✓ beginner archaeologists – 306 (35.66%)
- ✓ specialist archaeologists – 252 (29.37%)
- ✓ expert archaeologists – 300 (34.96%)

Yet, given a series of observations made in regard to activity of these archaeologists was possible to notice that:

- ✓ 61 are retired (7.1%)
- ✓ 23 are deceased (2.68%)

Also, by following the public data published yearly in the Chronicle of Archaeological Excavations in Romania one can notice that only 50% of the archaeologists included in the Register of Archaeologists in Romania are actively involved in field works and excavations. Moreover, also the same source of information shows clearly that there are quite a significant number of archaeologists (especially young ones and foreigners) who are mentioned as members of the excavation teams working on various sites in Romania.

As a result the total number of archaeologists presumably active in this moment in Romania is about 450 to 500.

VI.2. The Chronicle of Archaeological Excavations in Romania

The Chronicle of Archaeological Excavations in Romania is a yearly publication edited since 1999 by the Ministry of Culture. Since the first edition in 1999, the volume contains the names of the persons (registered archaeologists, graduated archaeologists, students, volunteers etc.) who were members of the archaeological field teams. The amount of data and the available time within the project's schedule did not allow a detailed processing of this data. Yet a preliminary survey was made and two major conclusions can be drawn:

- ✓ since 2000, despite the legal provisions in regard to who is an archaeologist in Romania, there were quite a number of archaeologists not listed in the Register of Archaeologists in Romania who took part to the excavations;
- ✓ the number of foreign archaeologists participating at excavations in Romania is significant higher than the one indicated by the official records available on-line in the Register of Archaeologists in Romania.

It is a short/medium-time aim that as a direct outcome of the DISCO Project to process adequately the data about the archaeologists working in Romania from 1999 to 2014 based on the information published in the Chronicle of Archaeological Excavations in Romania.

VI.3. A preliminary approach for profiling the archaeological profession and practice in Romania made in 2005

Given the purpose of the DISCO Project and the survey undertaken in this respect in Romania is worth to mention a preliminary study made on partially similar topics (*Angelescu 2007*). The relevant data published in that study are the following:

- ✓ the legal framework;
- ✓ the quality control (on various levels, including the Register of Archaeologists);
- ✓ archaeological quality standards;
- ✓ the archaeological code of conduct.

VI.4. The public questionnaire

The aim of the research¹ presented below is to identify a series of features related to the way in which Romanian public perceives archaeology and archaeologists. Accordingly, two directions of investigation were followed. Each of them is subsequent to different research questions. First: what role does our society assign to archaeology? The second question focuses on the profile of archaeologists and aims to identify its main characteristics, as they are seen by large audiences.

A survey based on a questionnaire was conducted for 5 weeks, at the National History Museum of Romania. The respondents were randomly selected amongst the museum visitors. In order to increase the degree of variety within the respondents, in some cases – usually elder people – the questionnaire was administrated by a “field operator” (a student). As we don’t have any available data about the profile of the visitor at the National History Museum of Romania, it is impossible to appreciate whether our respondents are representative for the average visitor of the museum or not.

Taking into consideration the way in which this investigation was conducted, the respondents are for sure people interested in history and / or archaeology and also in museums. Therefore, their answers reflect the opinions of people who overall appreciate history/archaeology

In addition to this, the environment but also the presence of field operators within their sight might have influenced the respondents when giving their answers.

We considered to be valid a number of 110 questionnaires, having at least 80% of questions filled-in.

¹ The research was undertaken by Monica Bîră (SNSPA) and Corina Borş (MNIR).

Gender	Percentage	Number
Female	54.54	60
Male	45.46	50
Age		
18–25 years	22.72	25
26–40 years	58.18	64
41–65 years	10.01	11
more than 65 years old	9.09	10
Studies	Percentage	Number
High-school	4.54	5
College	57.03	62
Master (MSc)	34.54	38
PhD studies	2.72	3
Post-doctoral studies	0.9	1
Income	Percentage	Number
Less than 1,000 RON (225 euro)	30.09	34
Between 1,000-2,500 RON (225–550 euro)	47.27	52
Between 2,500-4,500 RON (550–1,000 euro)	13.2	14
More than 4,500 RON (1,000 euro)	0.9	1
Field of employment	Percentage	Number
Education	21.81	24
Research	5.45	6
Culture	3.63	4
IT	22.72	25
Services	16.36	18
Industry	9.09	10
Unemployed; retired	6.36	7
Student	3.63	4
Other (public administration; public health; justice)	10.95	11

Table 3 – The profile of the respondents to the public questionnaire

How important is archaeology?

When investigating public perception upon archaeology we took into consideration three elements - the individual level, the community and the society in general. Consequently the respondents were asked to rank from 1 to 10 how they perceive the utility of archaeology in relation with the above mentioned categories. As expected, the large majority of respondents considered archaeology very useful for society in general. Also we have to mention that there is no significant variation of opinions considering the characteristics of the public: gender, age, studies etc. Variations in ranking are shown in figure below.

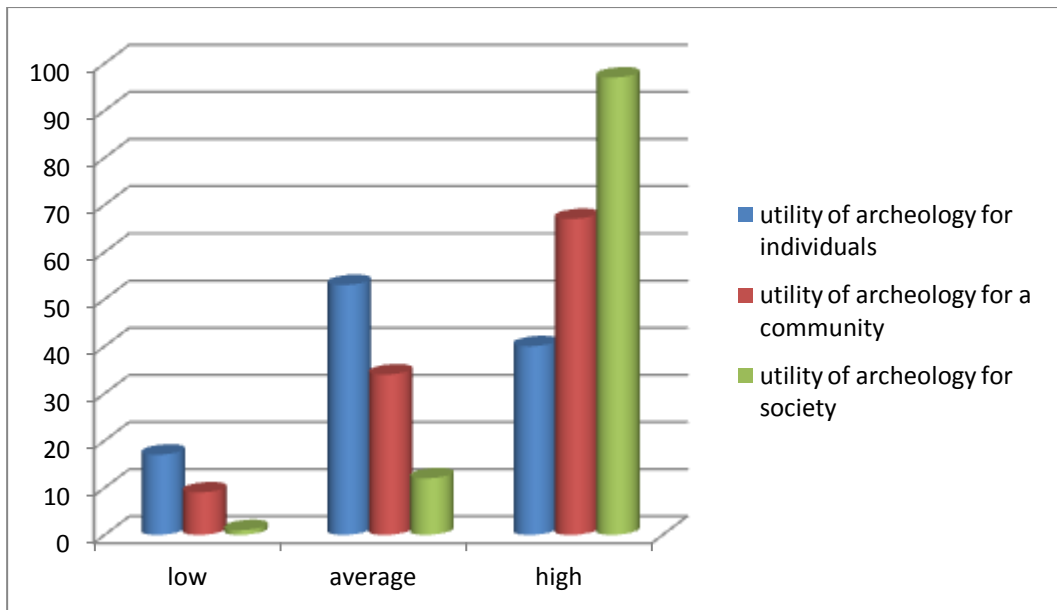


Figure 1 – The importance of archaeology

It worth mentioning that, although a high number of respondents declared themselves to be very interested in archaeology a significant lower number declare to be equally well-read on the subject. This was expected, since the survey has been conducted in a museum and people tend to give their answers in accord with their behaviour (visiting a history museum) but also what they think it is socially desirable. Nevertheless, there is a high degree of consistency when it comes to performing activities that would enable a person to declare himself / herself either as very interested in archaeology either very informed regarding this subject. As it might easily be seen below over 60 % percents of respondents don't read on subjects related to archaeology. The television has a better score when it comes to identify where people get their information on archaeology related topics meanwhile Internet comes only second in rank.

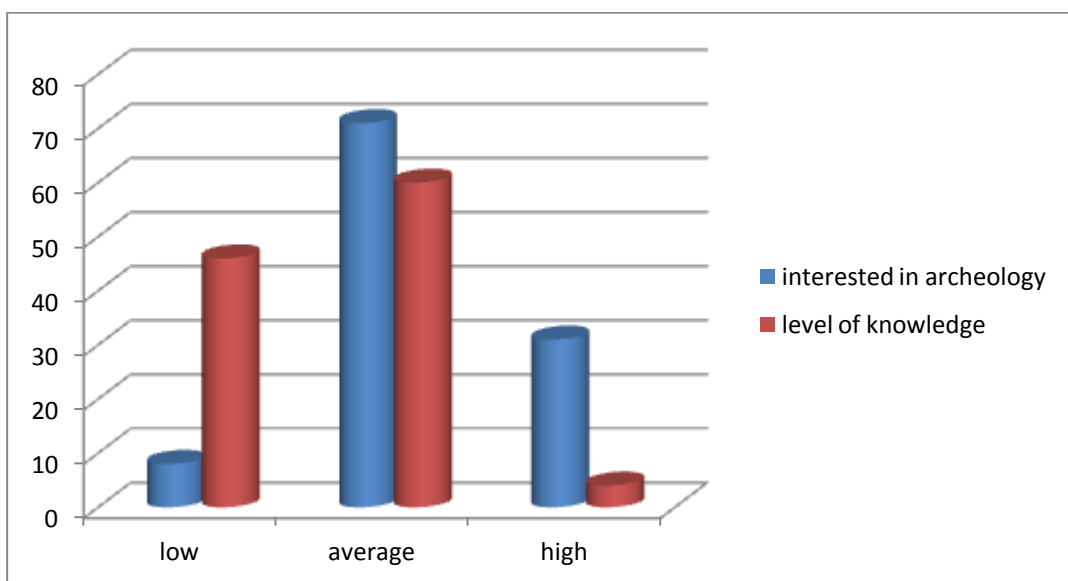


Figure 2 – Perception of interest in archaeology vs. level of knowledge

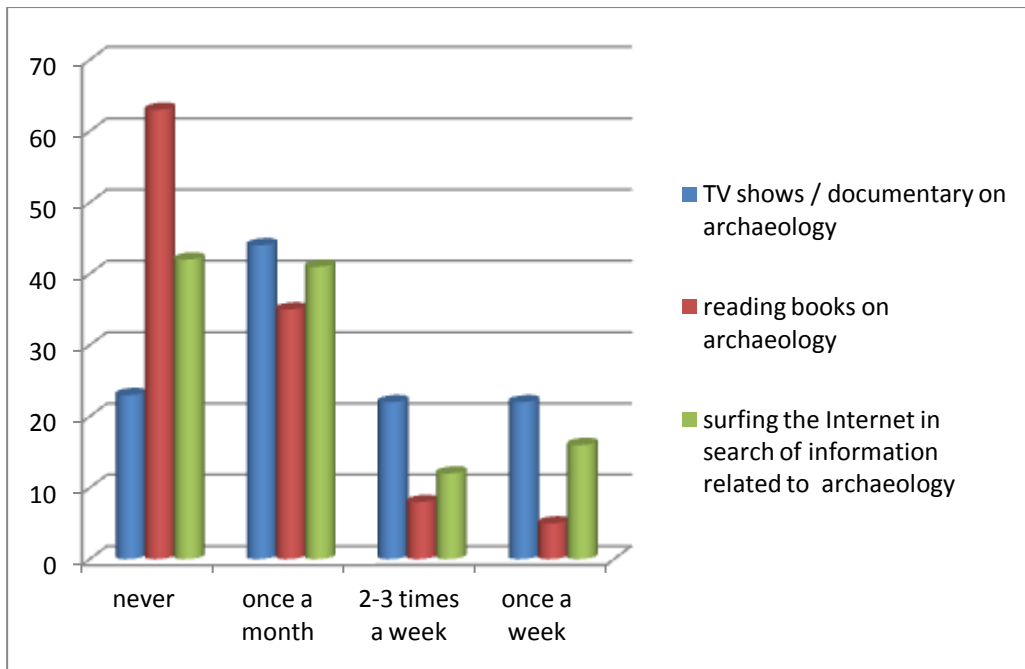


Figure 3 – Cultural consumption – archaeology (TV, books, Internet)

When it comes to the level of cultural consumptions regarding museums and archaeology, we have to mention that respondents tend to visit significantly less museums having a history/archaeology profile (49) than other type of museums (79). Also a high number of respondents (58) respondents have never before visited an archaeological site.

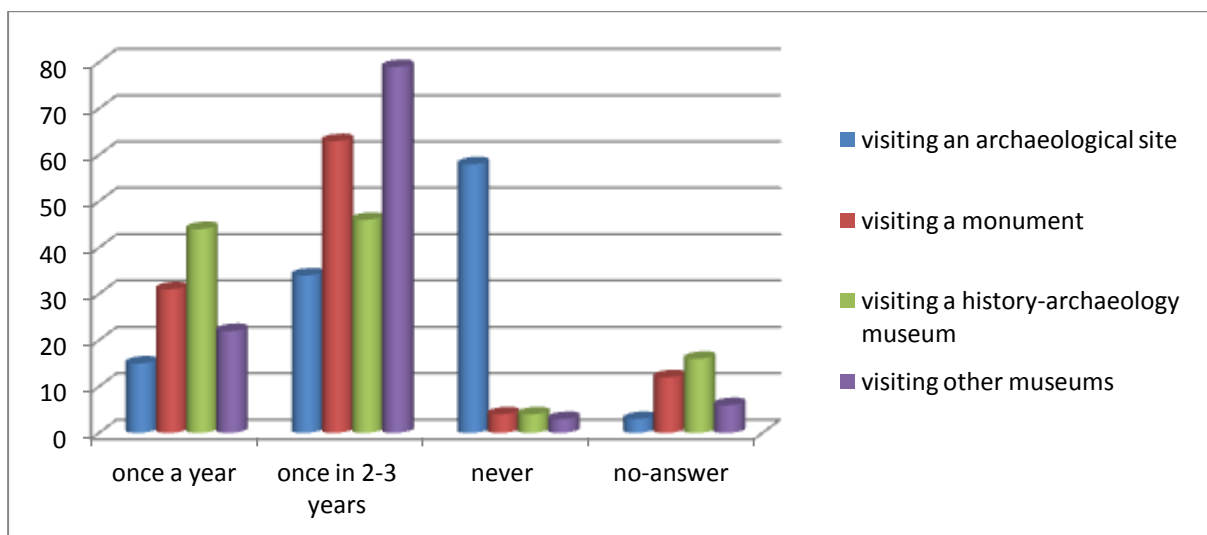


Figure 4 – Cultural consumption – museums and archaeology

A portrait of an archaeologist

The way archaeologists are pictured is reflecting in a certain manner the utility of the archaeology. In order to draw a robot-portrait of an archaeologist we investigated two elements. The first one is related to what we may call a professional and social profile; meanwhile the other took into consideration some personal characteristics an archaeologist is supposed to possess. The majority of the respondents consider that archaeologists are primarily researchers / scientists which match the general opinion about the importance of archaeology for the society. On the other hand it was impossible to establish a relevant correlation between those who gave lower ranks when assessing the usefulness of archaeology for a society or for a community and those who considered archaeologists to be a sort of treasure hunters.

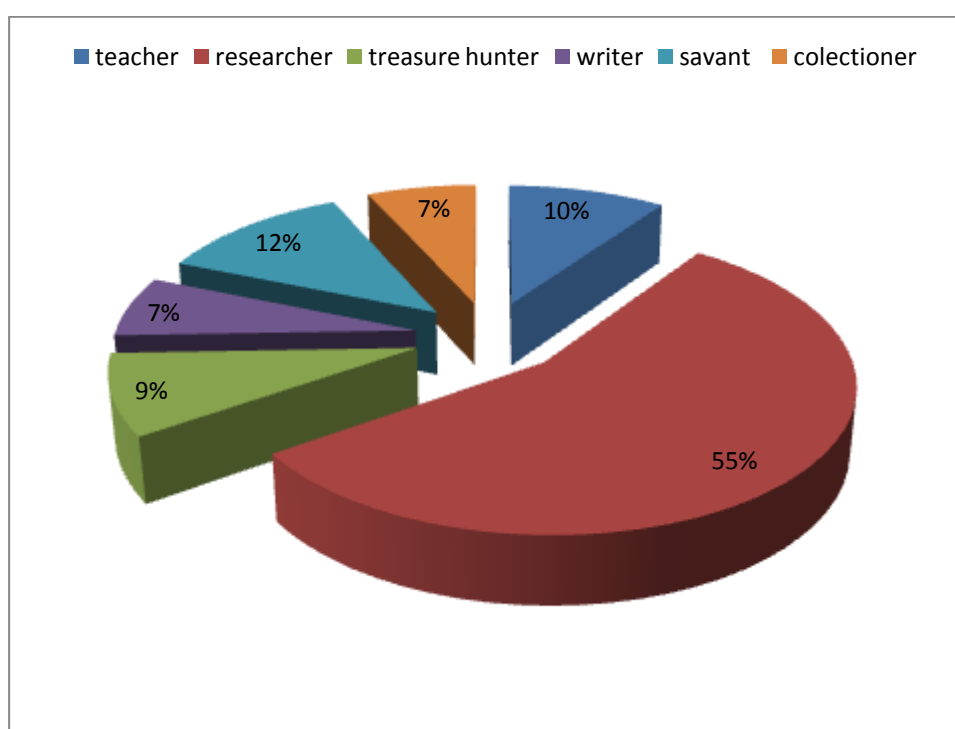


Figure 5 – A portrait of an archaeologist

One can see that only 9 respondents out of 110 associates the profession of archaeologist with a treasure hunter which is quite surprisingly given the increased media exposure of cases presenting either illegal use of metal detectors (Dacian gold) or, on the contrary, the substantial rewards bestowed on those who, finding a monetary treasure decided to announce local or central authorities.

When it comes to the characteristics of the archaeologist the most frequent were as follows: general culture (67.6%), curiosity (14.12 %) passionate (8%), personal charisma (3%), and meticulous (2.05%).

There is an interesting phenomenon as to archaeologists that are known to the museum visitors. By asking for 3 archaeologists, we aimed to see how familiar the respondents are with this topic and to evaluate if the base of their knowledge consists in

school background or in later acquisitions, as well as to see which would be the role-model in this domain.

There were a great number of non-responses (46) some people actually declaring that they can't remember any archaeologist. A respondent even wrote down that although he is not able to give any example of an archaeologist he will for sure look it up as soon as possible. On the other hand we encounter those names associated with some of the most popular archaeological discoveries such as the tomb of Tutankhamen and the city of Troy. Besides the Lord Carter and Schliemann, we see a rather significant number of Romanian archaeologists. Amongst them Vasile Parvan is the most frequent but there are also mentioned Alexandru Odobescu and Grigore Tocilescu. One has to mention that both Parvan and Odobescu are also mentioned by respondents which do not have a formal training in history or archaeology. Professors at the University of Bucharest teaching archaeology are also mentioned and they are of course to be associated with respondents who declared themselves students or who considered their field of activity as being "education".

VII. WORK METHODOLOGY

KEY STEPS

- drafting the questionnaires (institutional and individual) according to standard criteria
- gathering data from other existing (public) sources – *The Register of Archaeologists in Romania* (on-line database), *The Chronicle of Archaeological Excavations* (on-line yearly publication, 1999 – present, see the index of institutions and the index of persons – “archaeologists”)
- documentation for preparing a brief chapter on the topic “*Being an archaeologist in Romania – a changing perspective along 150 years*”
- applying the questionnaires
 - ❖ official letters addressed to all the institutions with archaeological profile in Romania (mailing with receiving confirmation) – the institutional questionnaire
 - ❖ on-line form – the individual questionnaire (available at <http://www.mnir.ro/index.php/formular-chestionar-proiect-disco/>), a dedicated IT application developed using the SoGoSurvey software
- organising and archiving the data gathered by applying the questionnaires
- drafting the third questionnaire, aiming to obtain reference data about the public perception upon the archaeological profession and archaeology (developed in partnership with SNSPA – National School of Political and Administrative Studies); applied to the visiting public in MNIR (two different periods in 2014)
- analysis of data gathered through the 3 main sources of information
- preparing the preliminary national report
- preparing the preliminary national report
- disseminating the project’s results at national and international level

VII.1. Main criteria of the questionnaires

VII.1.a. The institutional questionnaire

- Type of institution
- Type of activities / services in archaeology
- Geographical area
- Staff
- Employments’ dynamics
- Quality standards for activities / services in archaeology
- Professional training at institutional level
- Union affiliation
- Salaries

VII.1.b. The individual questionnaire

- Age
- Gender
- Nationality
- Professional expertise
 - Education (academic titles)
 - Professional degree
 - Archaeological expertise
- Institutional affiliation and employment
 - Type of employment
 - Institutional profile of the employer
 - Function
- Employment's dynamics in archaeology
- Salaries
- Professional affiliation
- Disabilities

VII.2. Applying the questionnaires

The institutional questionnaire was applied via e-mail (the official addresses of the institutions having archaeological staff) and via postage (special postal expedition with confirmation of receiving).

In total there have been identified 94 institutions employing archaeologists on their staff for long term archaeological activities as follows:

Type of institution	Number of institution	Feedback to the questionnaire
Central administration and subordinated institutions	15	6
National museums	5	2
Regional museums	45	15
Research institutes (including the ones of the Romanian Academy)	6	1
Universities	15	1
Private firms	8	0

Table 4 – The feedback to the institutional questionnaire

One has to consider the following:

- there are significant differences in terms of staff size among the institutions employing archaeologists in Romania; among the largest ones are the national museums of history in Bucharest, Cluj and Iași, followed by the Institute of Archaeology in Bucharest of the Romanian Academy
- many of the institutions subordinated to the central administration (the county directorates for culture and cultural heritage) do have in their permanent staff only one archaeologist
- the private firms identified as acting in archaeology are having a small staff of permanent archaeologists; these firms do not undertake archaeological excavations but do provide consultancy for constructing companies and some are specialised in archaeological survey (3) and restoration works for historical buildings (1). The amount of public information in regard to the activity of these firms is very limited.

Following the institutional questionnaires received compared to the total number of identified institutions hiring archaeologists in Romania about 26.95% of these entities provided valid answers to the questionnaire.

The individual questionnaire was applied as follows:

- ✓ e-mails sent to individual addresses of about 500 active archaeologists in Romania, asking them to fill the on-line questionnaire
- ✓ posting the announcement for filling the questionnaire on the two major “archaeological” groups in Romania on Facebook (“*Perspective arheologice*” and “*Arheologia in Romania*”).

The individual questionnaires were answered only via the on-line application developed for the project. There were registered 125 valid questionnaires.

Following the individual questionnaires registered in the on-line database developed for the project compared to the total number of active archaeologists in Romania today one can estimate that about 25% of them provided valid answers to the questionnaire.

VII.3. Data processing

For the data processing concerning the institutional questionnaire was created a database, structured on specific criteria. Further on these data were compared with the available data from other public sources, e.g. the Register of Archaeologists in Romania and the Chronicle of Archaeological Excavations in Romania (1999–2013).

For the data processing concerning the individual questionnaire was developed an on-line database for the survey, structured on specific criteria. Also these data were compared to the public ones available from the other two public sources mentioned above.

Since it is for the first time that such a survey is undertaken in Romania the data gathered and analysed do provide a preliminary synthesis upon the archaeologists and archaeological profession in 2013/2014.

VIII. THE RESULTS OF THE SURVEY

VIII.1. Data gathered through the institutional questionnaire

As indicated above in section VII.2., the institutions who answered the questionnaire represent 26,95% of the total number of institutions employing archaeologists in Romania. Yet, considered per each category of employer, the relevance ratio of the answers is the following:

Type of institution	Number of institution	Feedback to the questionnaire	Ratio of relevance
Central administration and subordinated institutions	15	6	40%
National museums	5	2	40%
Regional museums	45	15	33,3%
Research institutes (including the ones of the Romanian Academy)	6	1	16,66%
Universities	15	1	6,66%
Private firms	8	0	0
TOTAL	94	25	

Table 5 – Relevance of the feedback for the institutional questionnaire

(1) Type of institution

As we've indicated the data available concerning this criterion were provided by two sources, namely the institutional questionnaire and the public data existing in the Register of Archaeologists.

No.	Type of institution	Public data of the Register of Archaeologists		Data gathered by research of drafting and applying the institutional questionnaire	
		Number of registered archaeologists	Preliminary ratio at national level by number of employed archaeologists	Number of institutions	Relevance to national level as type of employer for archaeologists
1.	Universities	180	20.97%	15	15,95%
2.	Research Institutes of the Romanian Academy & other research institutes	114	13.27%	6	6,38%
3.	Ministry of Culture & County Directorates for Cultural Heritage	17	1.98%	15	15,95%
4.	National Museums	110	12.82%	5	5,31%
5.	County / Regional museums	319	37.17%	45	47,87%
6.	Other type of institutions (central and local administration, schools & high schools, private firms etc.)	51	5.94%	8*	8,51%*
7.	Foreign institutions	13	1.51%	---	---
8.	Without certain institutional affiliation / Undetermined	54	6.29%	---	---
9.	TOTAL	858	100%	94	100%

Table 6 – Comparative data for the relevance of the “archaeological” employers according to the Register of Archaeologists and the data of the institutional questionnaire

(2) Type of activities / services in archaeology

As can be noticed within section 2 of the institutional questionnaire there have been identified a variety of activities / services provided for the archaeological domain by the relevant institutions in Romania. The general situation is indicated in the table below.

Type of activity / service	Number of institutions answering to the questionnaire undertaking such activities / providing such services	Percentage
Evaluation / Diagnosis	16	64%
Systematic (scheduled) excavation	13	52%
Preventive excavation	13	52%
Surveillance	15	60%
Consultancy/Management	14	56%
Museum activities	15	60%
Post-excavation analysis	11	44%
Education / Teaching	6	24%
Historic Studies	13	52%
Restoration	10	25%
Design & topography	5	20%
Publication	13	52%
Other (Monitoring, control)	4	16%

Table 7 – Type of activities / services in archaeology

(3) Geographical area

Regarding the geographic relevance / reach of the activities / services of the institutions which answered the questionnaire the situation of the answers provided is indicated in the table below.

Type of geographic relevance	Number of institutions answering to the questionnaire	Percentage
Regional	17	68%
National	6	24%
International	5	20%

Table 8 – Geographic relevance of the archaeological activities / services of the institutions

(4) Staff (archaeological staff)

The current situation (2013/2014) in regard to the archaeologists hired by the institutions which answered to the institutional questionnaire is presented in the table below. One has to outline that only 6 institutions of the 25 which completed the questionnaire provided all the data requested.

Institution ID	Total number of archaeologists in 2013 (full-time / permanent labour contract)	Total number of staff in 2013 (full-time / permanent labour contract)	Percentage of archaeologists to the total number of staff
ID1	13	80	16,25%
ID 2	9	---	---
ID 3	4	---	---
ID 4	7	58	12,06%
ID 5	2	---	---
ID 6	44,5	---	---
ID 7	1	---	---
ID 8	1	---	---
ID 9	2	---	---
ID 10	0	---	---
ID 11	1	---	---
ID 12	6	---	---
ID 13	10	---	---
ID 14	1	---	---
ID 15	28	137	20,43%

ID 16	3	48	5,88%
ID 17	1	---	---
ID 18	9	63	14,28%
ID 19	1	---	---
ID 20	1	---	---
ID 21	1	---	---
ID 22	3	---	---
ID 23	4	21	19,04%
ID 24	1	---	---
ID 25	21	---	---

Table 9 – Total number of archaeologists in 2013 (full-time / permanent labour contract) based on the feedback to the institutional questionnaire

(5) Employments' dynamics

The situation of the last decade (2003–2012) in regard to the archaeologists hired by the institutions which answered to the institutional questionnaire is presented in the table below. One has to point out that 21 institutions of the 25 which completed the questionnaire provided all the data requested, namely 4 institutions (16%) gave no answer.

	More staff	The same	Less staff
Five years ago	7	11	3
Three years ago	6	14	1
One year ago	0	21	0

Table 10 – The past employments' dynamics based on the feedback to the institutional questionnaire

Although partially, the data analysed indicate that during a decade (2003–2012) the number of archaeologist employed on a full-time permanent contract had a tendency to decrease, following the same pattern observed for the staff of the public institutions in Romania in general. No analysis was possible to be made for the situation of the number of archaeologists employed on a part-time temporary contract since the data gathered via the institutional questionnaire were incomplete.

The short term perspective regarding the employment of archaeological staff by the institutions which answered the institutional questionnaire is reflected by the table below.

	More staff	The same	Less staff
One year in the future	1	23	1
Three years in the future	3	20	1

Table 11 – The future employments’ dynamics based on the feedback to the institutional questionnaire

The majority of the institutions asking the questionnaire, namely 23 (92%) indicated that the number of archaeologists employed in 2014 on a full-time permanent position will be similar to the previous year, while 20 institutions (80%) are considering that the number of archaeologists employed by 2016 on a full-time permanent position will be similar to the one in 2014, other 3 (12%) consider that this number will increase and one institution (4%) considers that the number will decrease.

The medium term perspective regarding the employment of archaeological staff by the institutions which answered the institutional questionnaire is reflected also by the table below.

	Archaeological staff in 2014	Archaeological staff in the next 3–5 years
Too small	14	12
Satisfactory	4	3
Adequate	6	6
Too large	0	0
No answer	1	4

Table 12 – The medium term perspective regarding the employment of archaeological staff based on the feedback to the institutional questionnaire

The majority of the institutions asking the questionnaire, namely 14 (56%) indicated that the number of archaeologists employed in 2014 on a full-time permanent is too small, while 4 institutions (16%) are considering that the number of archaeologists employed in 2014 on a full-time permanent position is satisfactory and other 6 (24%) consider that this number in 2014 is adequate. None institution mentioned that the number of archaeologists employed in 2014 on a full-time permanent is too large.

As for the perspective in 3 to 5 years, 12 institutions (48%) consider that the number of archaeologists employed on a full-time permanent will remain too small, 3 institutions (12%) consider that the number of archaeologists employed on a full-time permanent will continue to be satisfactory and 6 institutions (24%) consider that the number of archaeologists employed on a full-time permanent will continue to be adequate. None institution mentioned that the number of archaeologists employed in the next 3 to 5 years on a full-time permanent will be too large.

(6) Quality standards for activities / services in archaeology

A series of questions were addressed by the institutional questionnaire concerning the relevance of use quality standards for the archaeological activities / services of a certain institution, which are those standards and what qualification is needed for an archaeologist hired by that institution in order to manage an archaeological project / excavation. The answers provided to these issues are presented in the table below.

Institution ID	Quality standards used		Management of archaeological project / excavation	Observations / Other standards
	YES	NO		
ID1	0	1	---	---
ID 2	1	0	expert / specialist archaeologists	ISO 9001: 2008
ID 3	1	0	relevant university degree	
ID 4	1	0	Ph D	---
ID 5	---	---	---	---
ID 6	---	---	---	---
ID 7	---	---	---	---
ID 8	1	0	OMCC 2392	---
ID 9	1	0	expert / specialist archaeologists	---
ID 10	---	---	---	---
ID 11	---	---	expert / specialist archaeologists	---
ID 12	1	0	relevant university degree	OMCC 2392
ID 13	---	---	expert / specialist archaeologists	---
ID 14	0	1	expert / specialist archaeologists	---
ID 15	1	0	expert / specialist archaeologists	OMCC 2392
ID 16	---	---	expert / specialist archaeologists	OMCC 2392
ID 17	0	1	---	---
ID 18	1	0	---	---
ID 19	---	---	---	---
ID 20	1	0	---	OMCC 2392
ID 21	1	0	---	OMCC 2392
ID 22	1	0	academic & scientific standards	---
ID 23	1	0	expert / specialist archaeologists	---
ID 24	1	0	Ph D (Ancient history and archaeology)	---

ID 25	1	0	Ph D (Ancient history and archaeology)	OMCC 2392
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Table 13 – Situation of the quality standards for activities / services in archaeology based on the feedback to the institutional questionnaire

Out of the 25 institutions answering the questionnaire, 14 institutions (56%) mentioned that the quality standards for their archaeological activities / services are in use, while 3 institutions (12%) are not taking into consideration such standards and 8 institutions (32%) didn't answer to this question.

(7) Professional training at institutional level

One of the major issues addressed by the institutional questionnaire referred to the situation professional training for archaeologists / archaeology in Romania (see questions 7.1. to 7.4.).

	YES	NO
Identified a need for training for archaeological staff	16	5

Table 14 – Need for professional training at institutional level based on the feedback to the institutional questionnaire

Out of the 25 institutions answering the questionnaire, 16 institutions (64%) answered affirmative to this question, while 5 institutions (20%) answered negative to this question and 4 institutions (16%) provided no answer.

Another specific question was if the archaeological employees of a certain institution do have the opportunity to participate in training stages (internal and/or external). The situation of the answers received is synthesized in the table below.

	YES	NO
Opportunity for training for the permanent archaeological staff	14	8
Opportunity for training for the temporary archaeological staff	3	9

Table 15 – Opportunity for training for the archaeological staff based on the feedback to the institutional questionnaire

Out of the 25 institutions answering the questionnaire, 14 institutions (56%) considered that there are opportunities for professional training for their permanent (full-time) archaeological staff, while 8 institutions (32%) answered that there are no opportunities for professional training for their permanent archaeological staff and 3 institutions (12%) provided no answer. As regards the opportunities for professional training

for the temporary (part-time) archaeological staff, 3 institutions (12%) answered affirmative to this question, while 9 institutions (36%) answered negative and 13 institutions (52%) provided no answer.

Regarding the type of professional training provided by the institutions which answered the questionnaire, the situation is indicated in the table below.

	Type of training for the permanent archaeological staff	Type of training for the temporary archaeological staff
formal outside organisation	7	0
formal within organisation	1	0
individual outside organisation	9	2
individual within organisation	5	1

Table 16 – Type of training for the archaeological staff based on the feedback to the institutional questionnaire

Generally the feedback to these specific questions is rather low. All the employers who answered to the institutional questionnaire have mentioned that they are not hiring archaeologists without prior relevant experience. Also they considered that the persons graduating in Ancient History and Archaeology are in fact trained to a small degree for practicing archaeology and thus is considered that they continue their informal training during the first years of employment within the institutions. Also all the institutions answering the questionnaire indicated that there are almost inexistent the post-graduate training courses for practicing archaeology, and as a result the training is organised individually and informal by each institution, without having a national policy / procedure in this respect.

(8) Union affiliation

Via the institutional questionnaire was asked a specific question in regard to the affiliation of the staff of a certain institution (employing archaeologists) to a trade union. The answers received to this question are presented in the table below.

	YES	NO
Affiliation to a trade union	11	13

Table 17 – Situation of the affiliation to a trade union based on the feedback to the institutional questionnaire

Out of the 25 institutions answering the questionnaire, 11 institutions (44%) answered affirmative to this question, while 13 institutions (52%) answered negative to this question and one institution (4%) mentioned no information on this topic.

(9) Salaries

Institution ID	Monthly net salary permanent labour contract (full-time) (in lei)			Monthly net salary permanent labour contract (full-time) (in euro)		
	Lowest	Medium	Highest	Lowest	Medium	Highest
ID1	810	2.302	3.038	180.80	513.83	678.13
ID 2	751	1.223	---	167.63	273	---
ID 3	718	876	2.107	169.26	195.53	470.31
ID 4	1.172	1.889	2.891	261.60	421.65	645.31
ID 5	940	942	2.512	209.82	210.26	560.71
ID 6	1.816	4.008	7.921	405.35	894.64	1,768.08
ID 7	---	---	---	---	---	---
ID 8	---	---	---	---	---	---
ID 9	884	---	---	187.32	---	---
ID 10	---	---	---	---	---	---
ID 11	---	---	1.283	---	---	286.38
ID 12	1.496	1.954	2.580	333.92	436.16	575.89
ID 13	776	2.415	3.993	173.21	539.06	891.29
ID 14	1.005	---	---	224.33	---	---
ID 15	1.176	2.018	3.808	262.5	450.44	850
ID 16	1.207	1.335	1.447	269.41	297.99	322.99
ID 17	---	---	---	---	---	---
ID 18	887	1.225	2.781	197.99	273.43	620.75
ID 19	---	---	1.750	---	---	390.62
ID 20	1.045	---	---	233.25	---	---
ID 21	---	---	---	---	---	---
ID 22	1.206	---	1.329	269.19	---	296.65
ID 23	823	---	---	183.70	---	---
ID 24	---	---	---	---	---	---
ID 25	1.322	1.684	1.953	295.08	375.89	435.93

[average exchange rate euro / lei 2013: 1 euro = 4,48 lei]

Table 18 – Situation of the salaries of the archaeologists based on the feedback to the institutional questionnaire

Given the data provided by the institution which answered to these specific questions of the questionnaire the average monthly net salary of an archaeologist in Romania is of 1844,13 lei (411.36 euro), while the average monthly gross salary of an archaeologist in Romania is 2618 lei (584.37 euro).

VIII.2. Data gathered through the individual questionnaire

In total, there were received 125 valid answers to the individual questionnaire.

(1) Age

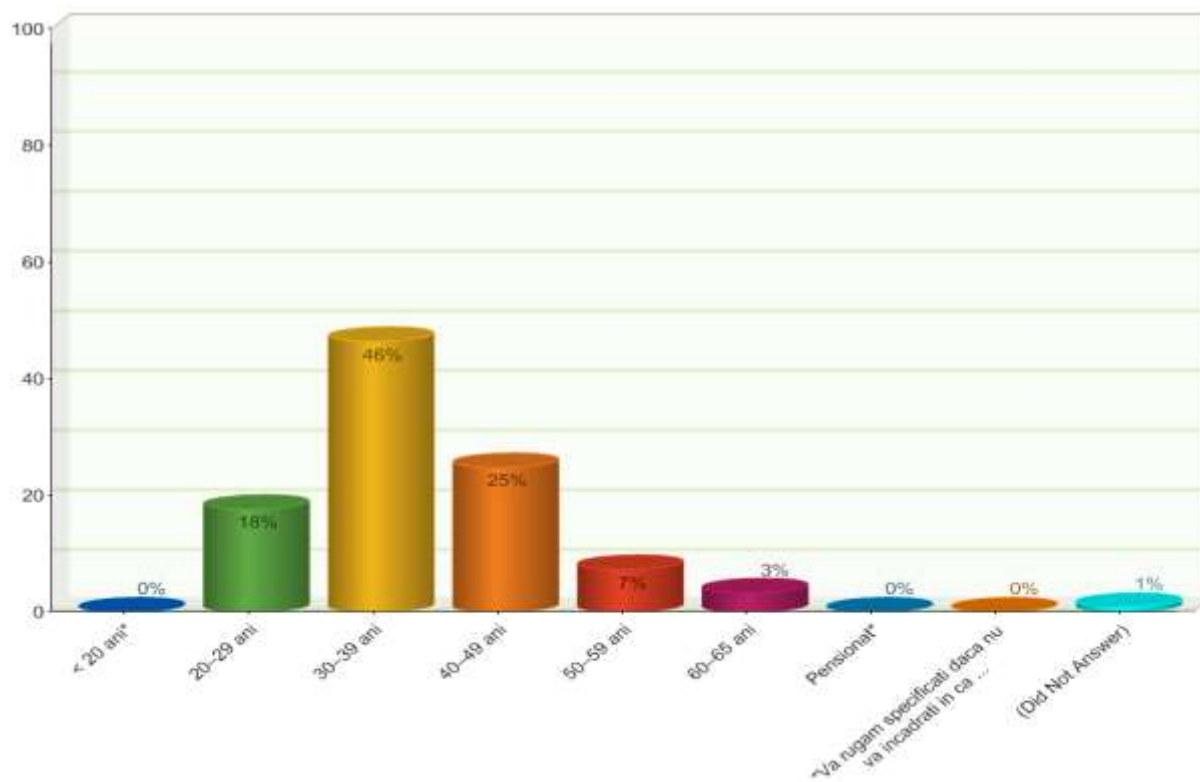


Figure 6 – Age distribution of archaeologists based on the feedback to the individual questionnaire

The data gathered by the individual questionnaire shows that:

- ✓ there is no archaeologist under 20 in Romania
- ✓ 23 archaeologists of the 125 who answered the questionnaire are aged between 20 and 29 years, namely about 18%
- ✓ 58 archaeologists of the 125 who answered the questionnaire are aged are aged between 30 and 39 years, namely about 46%
- ✓ 31 archaeologists of the 125 who answered the questionnaire are aged are aged between 30 and 39 years are aged between 40 and 49 years, namely about 25%
- ✓ 9 archaeologists of the 125 who answered the questionnaire are aged between 50 and 59 years, namely about 7%
- ✓ 4 archaeologists of the 125 who answered the questionnaire are aged between 60 and 65 years (65 years being the legal limit for retirement), namely about 3%
- ✓ none of the archaeologists who completed the on-line individual questionnaire is retired

But the on-line public data available in Register of Archaeologists in Romania indicate that about 7% of the ones listed in here are in fact retired.

(2) Gender

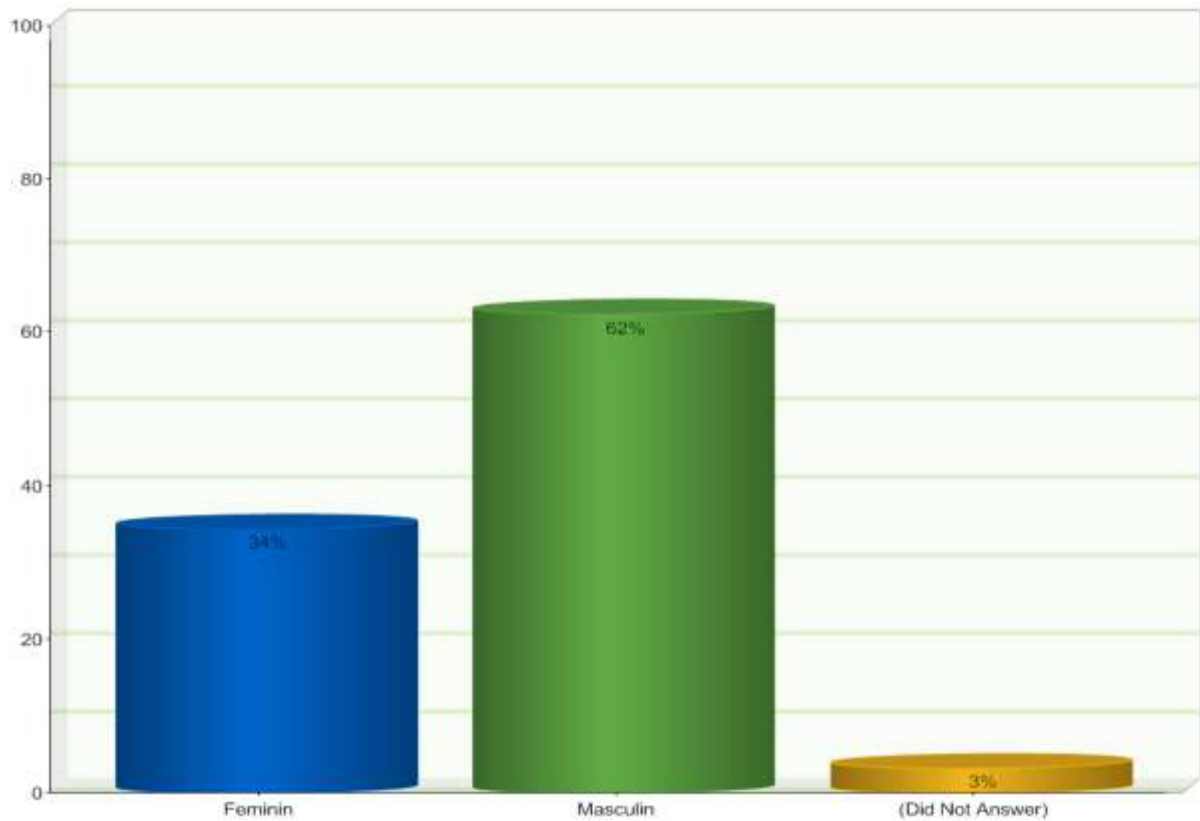


Figure 7 – Gender distribution of archaeologists based on the feedback to the individual questionnaire

The data gathered by the individual questionnaire shows that:

- ✓ 43 archaeologists of the 125 who answered the questionnaire are female, namely 34%
- ✓ 78 archaeologists of the 125 who answered the questionnaire are male, namely 62%
- ✓ 3% of the archaeologists who completed the on-line individual did not indicated the sex

These data are to be compared with the preliminary ones gathered through the analysis of the public information provided by the on-line database of the Register of Archaeologists in Romania.

Category	Female	Male	Percentage / category / Gender
beginner	112	209	13,05% v. 24,35%
specialist	69	173	8,94% v. 20,16%
expert	68	229	7,92% v. 26,68%
Total	249	611	29,91% v. 71,19%
Percentage	29%	71%	---

Table 19 – Gender distribution of archaeologists based on the Register of Archaeologists

The distribution to the criteria of age and sex for archaeologists who answered to the individual questionnaire is indicated in the table below.

Age	Female	Male
<20 years	---	---
20 – 29 years	11	10
30 – 39 years	19	39
40 – 49 years	10	21
50 – 59 years	4	5
69 – 65 years	---	4
retired	---	---
Did not answer	2	

Table 20 – Sex & gender distribution of archaeologists based on the feedback to the individual questionnaire

(3) Nationality

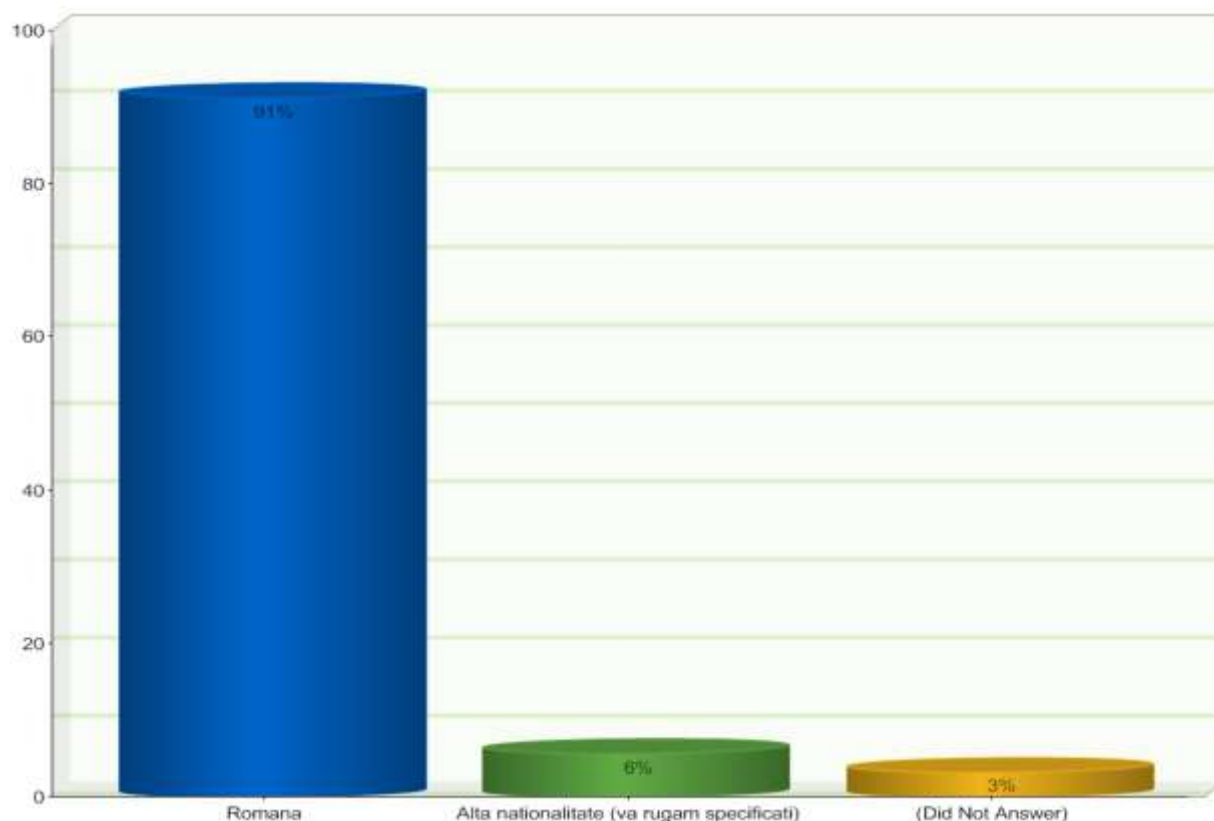


Figure 8 – Nationality of archaeologists based on the feedback to the individual questionnaire

The data gathered by the individual questionnaire shows that:

- ✓ 114 archaeologists of the 125 who answered the questionnaire are of Romanian nationality, namely 91%
- ✓ 8 archaeologists of the 125 who answered the questionnaire are of other nationality (probably referring to the other nationalities existing in Romania, namely Hungarian, German, Roma etc.), namely 6%
- ✓ 8 archaeologists of the 125 who answered the questionnaire did not indicate the nationality, namely 3%

Nationality	Archaeologists (according to the Register of Archaeologists)
Romanian	843
Other EU	15
Other or unknown	0

Table 21 – Nationality of archaeologists based on the Register of Archaeologists

An important mention refers to the fact that the individual questionnaire was sent only to Romanian archaeologists. As a result, the ones who answered to the questionnaire

that they are of non-Romanian nationality are most probably archaeologists recognising themselves as pertaining to the ethnic minorities in Romania.

For the moment, in regard to this criterion the data gathered throughout the individual questionnaire are the only one available. In the near future, a preliminary analysis will be made based on the data published in the Chronicle of Archaeological Excavations in Romania (1999–2013).

In conclusion, none of the archaeologists who completed the questionnaire are of foreign nationality, namely other than Romanian. The only correct available data in this respect from a public source of information are the ones from the Register of Archaeologists in Romania, which indicate a number of 15 archaeologists (all from EU countries – France, Germany, UK) registered, namely authorised to excavate in Romania as members of archaeological teams.

(4) Expertise – academic qualification (education)

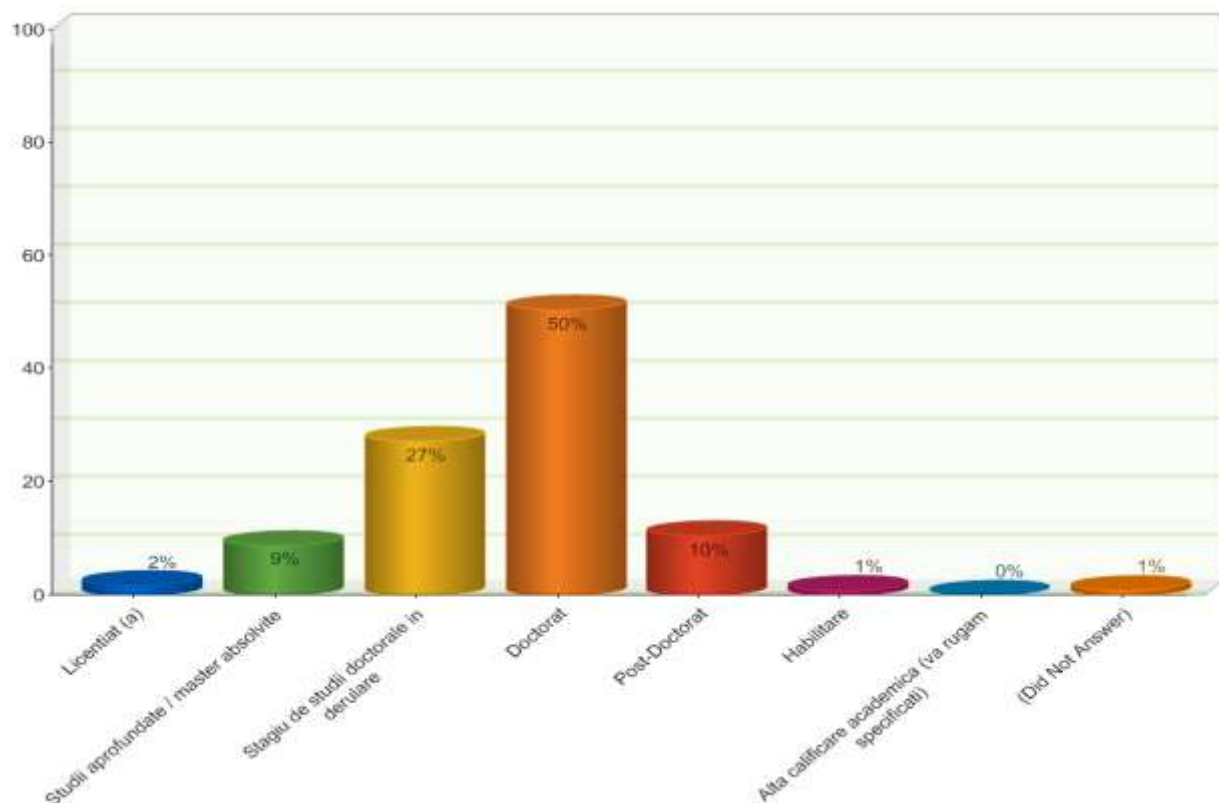


Figure 9 – Situation of the expertise – academic qualifications (education) based on the feedback to the individual questionnaire

The data gathered by the individual questionnaire shows that:

- ✓ 3 archaeologists of the 125 who answered the questionnaire have graduated a university (license), namely 2%

- ✓ 11 archaeologists of the 125 who answered the questionnaire hold an MSc degree, namely 9%
- ✓ 34 archaeologists of the 125 who answered the questionnaire are involved in a doctoral stage, namely 27%
- ✓ 63 archaeologists of the 125 who answered the questionnaire hold a PhD degree, namely 50%
- ✓ 12 archaeologists of the 125 who answered the questionnaire followed a post-doctoral stage, namely 10%
- ✓ 1% hold a *habilitatio*
- ✓ 1% of the archaeologists who completed the on-line individual questionnaire did not answer to this question

These data are to be compared to the ones provided indirectly by the on-line database Register of Archaeologists in Romania, since the minimal criterion to be registered officially as an archaeologist in Romania implies to hold an MSc in Ancient History and Archaeology.

(5) Expertise – Where was obtained the highest academic qualification?

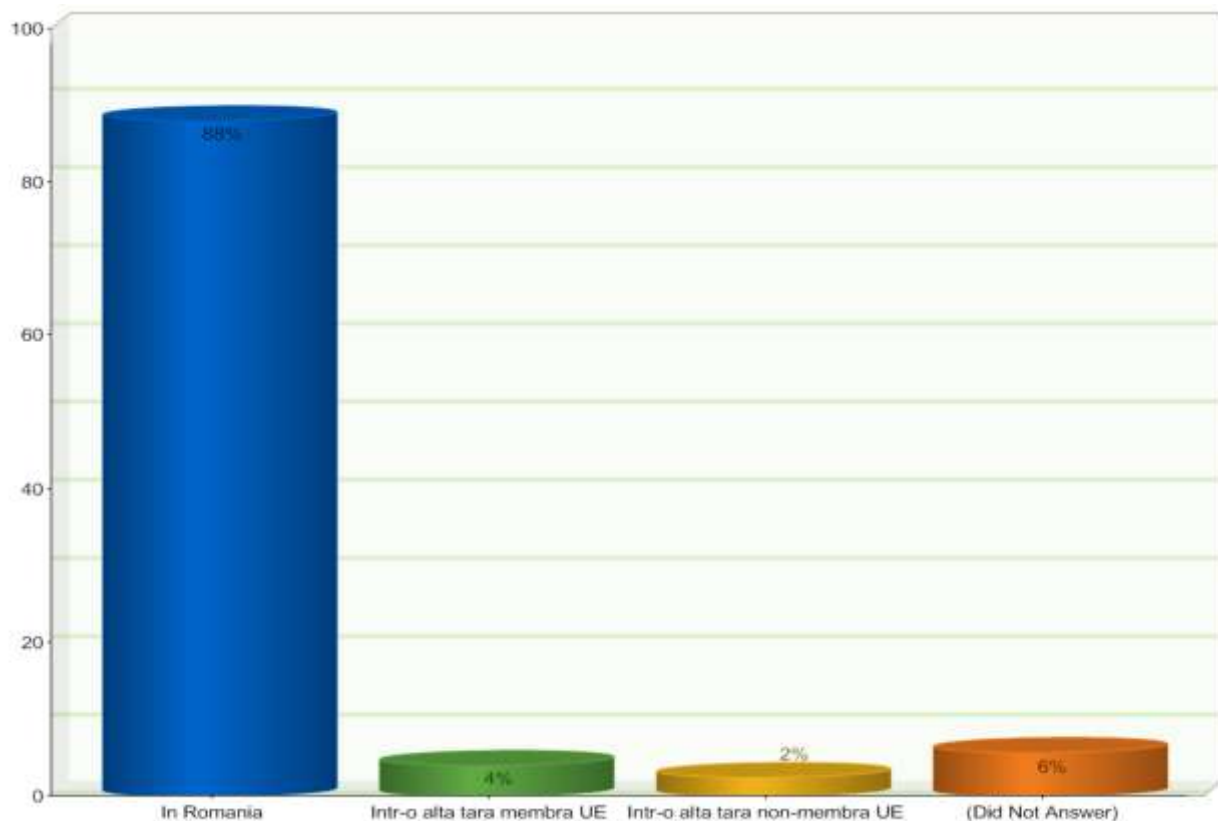


Figure 10 – Situation of the place where the highest academic qualification was obtained based on the feedback to the individual questionnaire

The data gathered by the individual questionnaire shows that:

- ✓ 110 archaeologists of the 125 who answered the questionnaire obtained their highest academic qualification in Romania, namely 88%
- ✓ 5 archaeologists of the 125 who answered the questionnaire obtained their highest academic qualification in another EU country, namely 4%
- ✓ 3 archaeologists of the 125 who answered the questionnaire obtained their highest academic qualification in another non-EU country, namely 2%
- ✓ 6% of the archaeologists who completed the on-line individual questionnaire did not answer to this question

For the moment, in regard to this criterion the data gathered throughout the individual questionnaire are the only one available.

(6) Expertise – professional degree according to the Register of Archaeologists in Romania

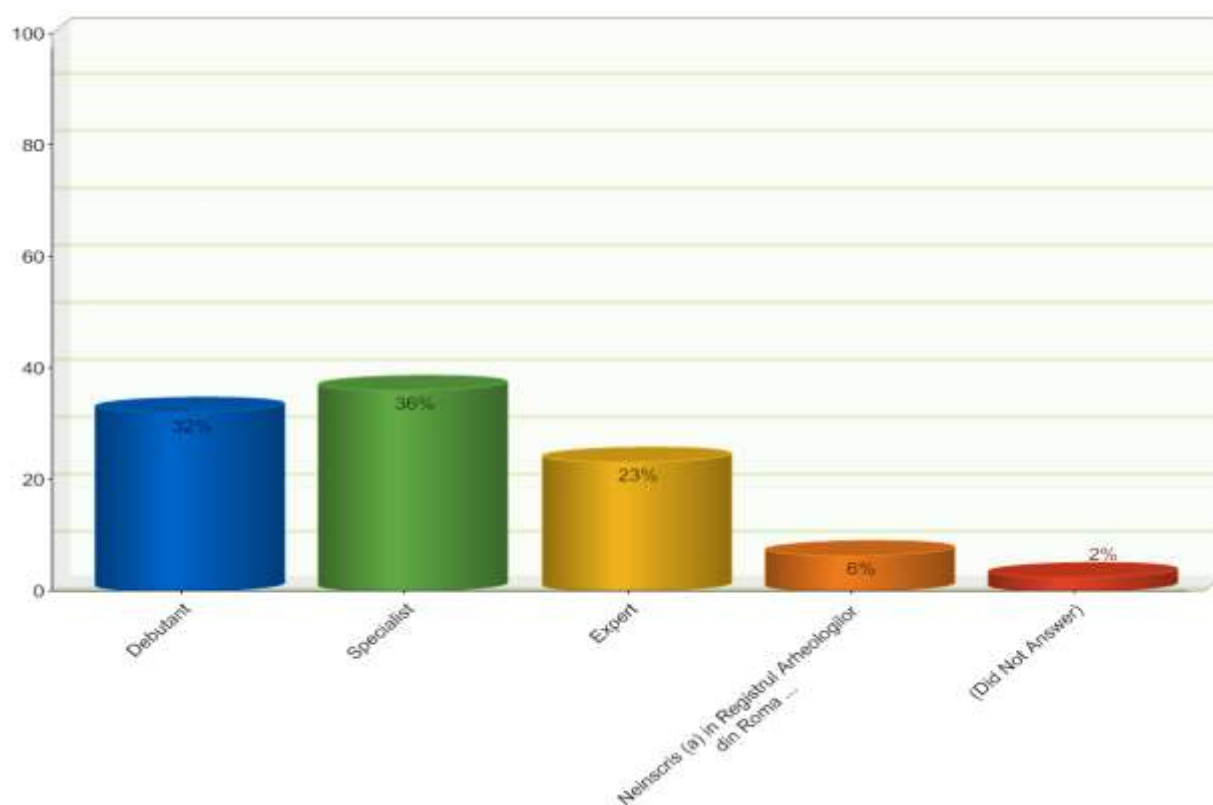


Figure 11 – Situation of the professional degree according to the Register of Archaeologists in Romania based on the feedback to the individual questionnaire

The data gathered by the individual questionnaire shows that:

- ✓ 40 archaeologists of the 125 who answered the questionnaire are registered beginner archaeologists, namely 32%

- ✓ 45 archaeologists of the 125 who answered the questionnaire are registered specialist, namely 36%
- ✓ 29 archaeologists of the 125 who answered the questionnaire are registered expert archaeologists, namely 23%
- ✓ 6% of the archaeologists who completed the on-line individual questionnaire are not registered in the Register of Archaeologists in Romania
- ✓ 2% of the archaeologists who completed the on-line individual questionnaire did not answer this question

In here there is a slightly difference to the data provided by the on-line database of the Registers of Archaeologists in Romania, those data being more accurate in this case.

Category of expertise	Data of the register of Archaeologists	Data of the individual questionnaire
Beginner	306 (35.66%)	40 (32%)
Specialist	252 (29.37%)	45 (36%)
Expert	300 (34.96%)	29 (23%)

Table 22 – Situation of the professional degree according to the Register of Archaeologists in Romania

As mentioned above in regard to the expert archaeologists nominated in the Register of Archaeologists in Romania, about 61 are retired (7.1%) and 23 are deceased (2.68%), which means that in reality there are about 216 active expert archaeologists in Romania (namely 25% of the total).

(7) Archaeological expertise

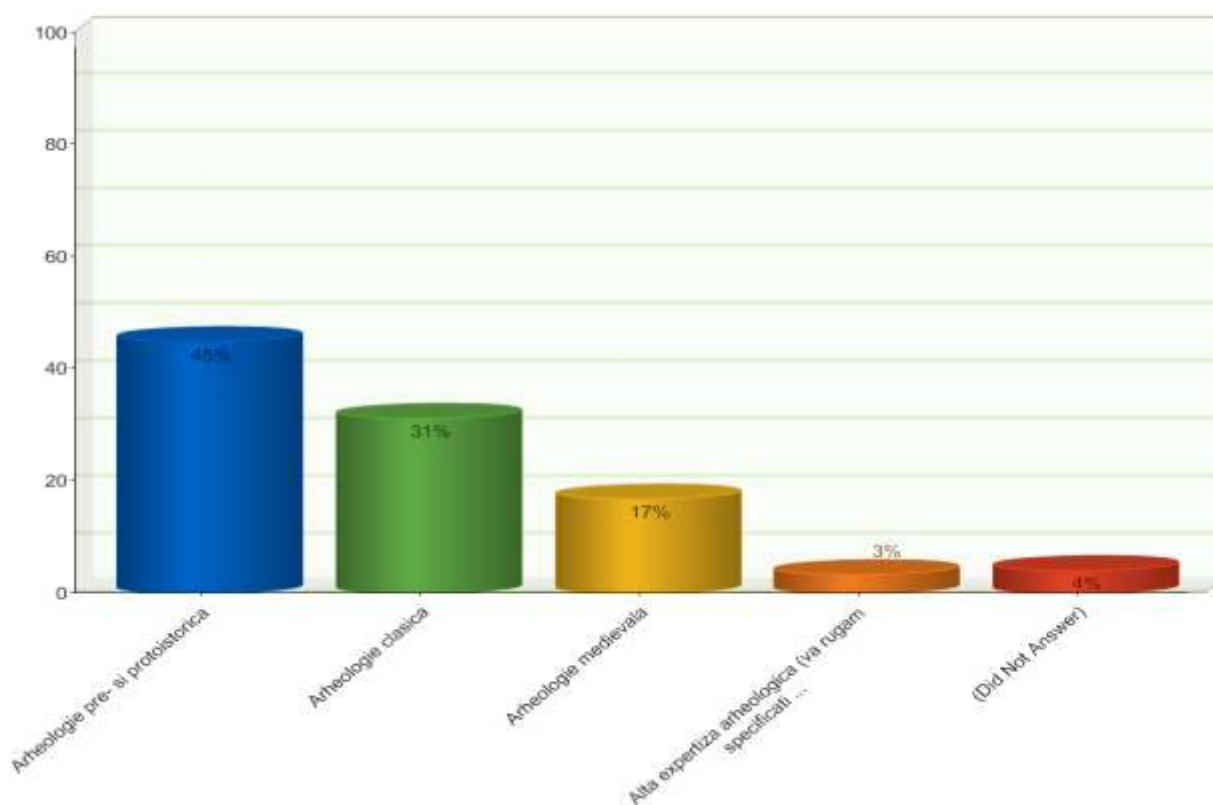


Figure 12 – Situation of the archaeological expertise based on the feedback to the individual questionnaire

The data gathered by the individual questionnaire shows that:

- ✓ 56 archaeologists of the 125 who answered the questionnaire are specialised in prehistoric archaeology, namely 45%
- ✓ 39 archaeologists of the 125 who answered the questionnaire are specialised in classical archaeology, namely 31%
- ✓ 21 archaeologists of the 125 who answered the questionnaire are specialised in medieval archaeology, namely 17%
- ✓ 3% of the archaeologists who completed the on-line individual questionnaire are specialised in other than prehistoric / classical / medieval archaeology
- ✓ 4% of the archaeologists who completed the on-line individual questionnaire did not answer this question

(8) Type of employment (labour contract)

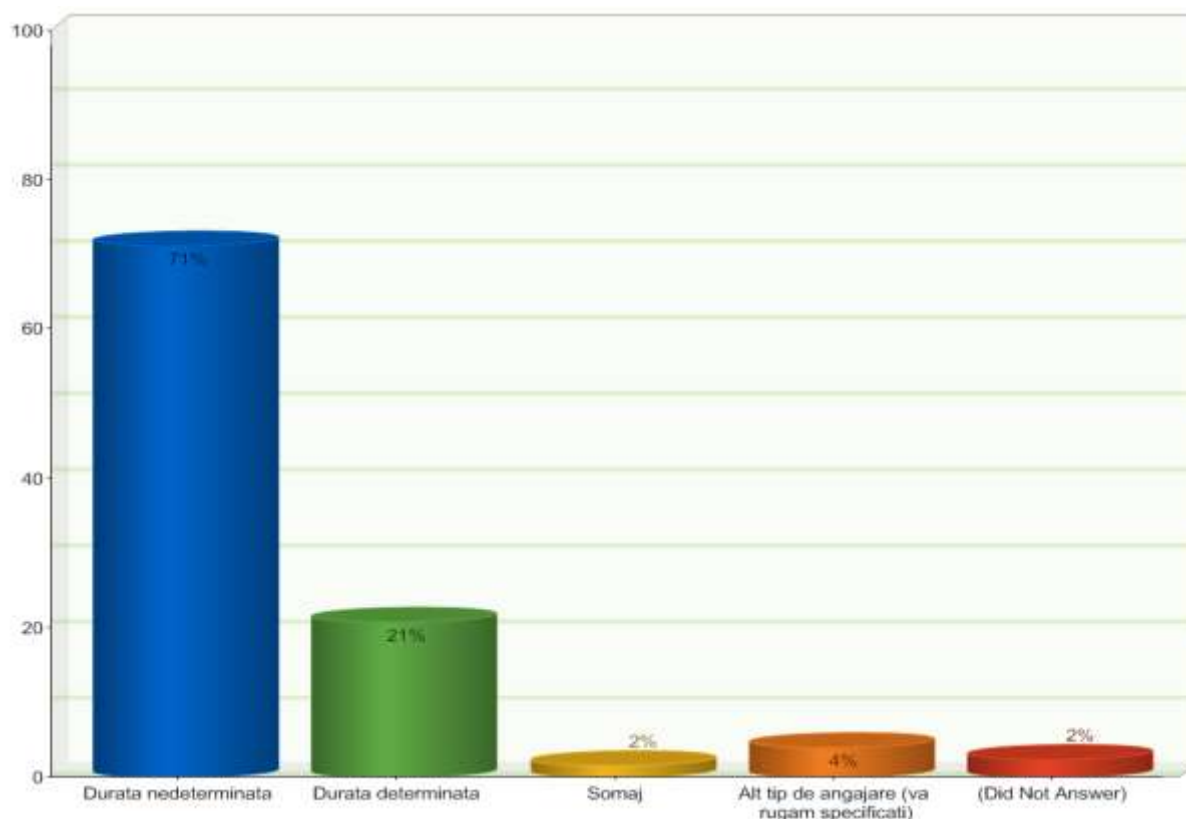


Figure 13 – Type of employment based on the feedback to the individual questionnaire

The data gathered by the individual questionnaire shows that:

- ✓ 89 archaeologists of the 125 who answered the questionnaire are hired on permanent positions, respectively 71%
- ✓ 32 archaeologists of the 125 who answered the questionnaire are hired on temporary positions, respectively 25%
- ✓ 2 archaeologists of the 125 who answered the questionnaire are hired on temporary positions are unemployed, respectively 2%
- ✓ 2% of the archaeologists who completed the on-line individual questionnaire did not answer this question

Currently (July 2014), the average unemployment rate in Romania is 5.09% (data available at <http://www.anofm.ro/files/comunicat%20de%20presa%20rata%20somaj%20iulie%202014.pdf>).

Following the provisions of the labour legislation in Romania, a standard permanent position implies a full-time labour contract (8 hours per day, 40 hours per week) for the public institutions, which as mentioned are the main (and almost unique employers of archaeologists in Romania). Also for the temporary labour contracts, they are somehow assimilated to a part-time job since they are concluded for a determined period in time.

Given the structure and content of the individual questionnaire no data were gathered in order to allow an analysis upon the full-time / part-time labour contracts.

Type of contract	Number of archaeologists	Percentage
Permanent contract (full-time)	89	71%
Temporary contract (part-time)	32	25%
Not specified	4	4%
Total	125	100%

Table 23 – Type of labour contracts based on the feedback to the individual questionnaire

(9) Institutional profile of the employer

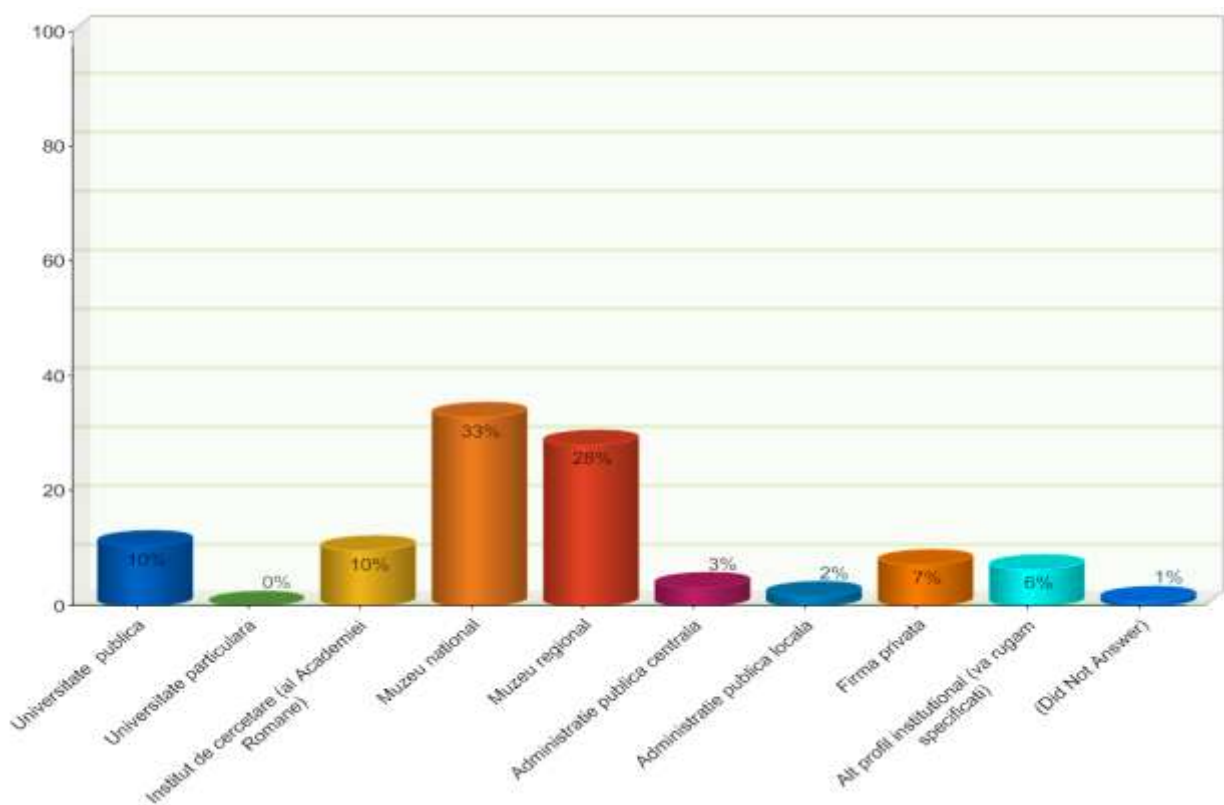


Figure 14 – Institutional profile of the employers based on the feedback to the individual questionnaire

The data gathered by the individual questionnaire shows that:

- ✓ 13 archaeologists of the 125 who answered the questionnaire are working in a public university, respectively 10%
- ✓ 13 archaeologists of the 125 who answered the questionnaire are working in a research institute of the Romanian Academy, respectively 10%

- ✓ 41 archaeologists of the 125 who answered the questionnaire are working in a national museum, respectively 33%
- ✓ 35 archaeologists of the 125 who answered the questionnaire are working in a regional museum, respectively 28%
- ✓ 6 archaeologists of the 125 who answered the questionnaire are working in a central and regional public administration, respectively 5%
- ✓ 9 archaeologists of the 125 who answered the questionnaire are working in a private enterprise, respectively 7%
- ✓ 6% are working in other type of institutions
- ✓ 1% of the archaeologists who completed the on-line individual questionnaire did not answer this question

This data are to be compared with the ones obtained by the on-line database of the Register of Archaeologists in Romania, which in this case are to be considered more accurate.

Type of institution	Ratio at national level based on the Register of Archaeologists	Ratio at national level according to the individual questionnaire
Universities	20.97%	10%
Research Institutes of the Romanian Academy & other institutes of research	11.98%	10%
Ministry of Culture & County Directorates for Cultural Heritage & National Institute for Heritage	3.26%	5%
National Museums	12.82%	33%
County / Regional museums	37.17%	28%
Other type of institutions (central and local administration, schools & high schools, private firms etc.)	5.94%	7%
Foreign institutions	1.51%	---
Without certain institutional affiliation / Undetermined	6.29%	6%

Table 24 – Comparative institutional profile of the employers for archaeology

(10) Function (Job position)

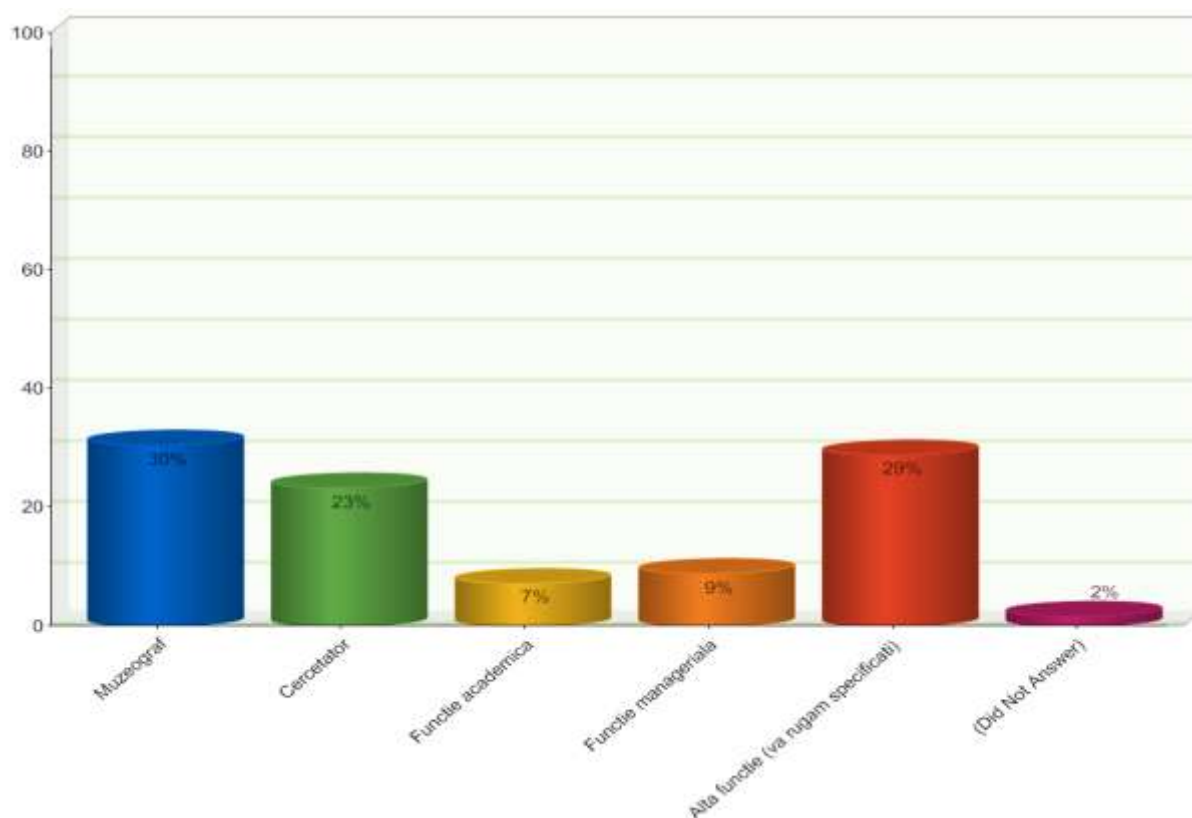


Figure 15 – Functions (Job positions) of archaeologists based on the feedback to the individual questionnaire

The data gathered by the individual questionnaire shows that:

- ✓ 38 archaeologists of the 125 who answered the questionnaire are museographers (museum specialists), respectively 30%
- ✓ 29 archaeologists of the 125 who answered the questionnaire are scientific researchers, respectively 23%
- ✓ 9 archaeologists of the 125 who answered the questionnaire are in an academic position, respectively 7%
- ✓ 11 archaeologists of the 125 who answered the questionnaire are managers, respectively 9%
- ✓ 36 archaeologists of the 125 who answered the questionnaire are in other positions than the ones indicated above, respectively 29% (in here might be considered the archaeologists employed on short term labour contracts)
- ✓ 2% of the archaeologists who completed the on-line individual questionnaire did not answer this question

(11) Employment's dynamics (I) – previous employment

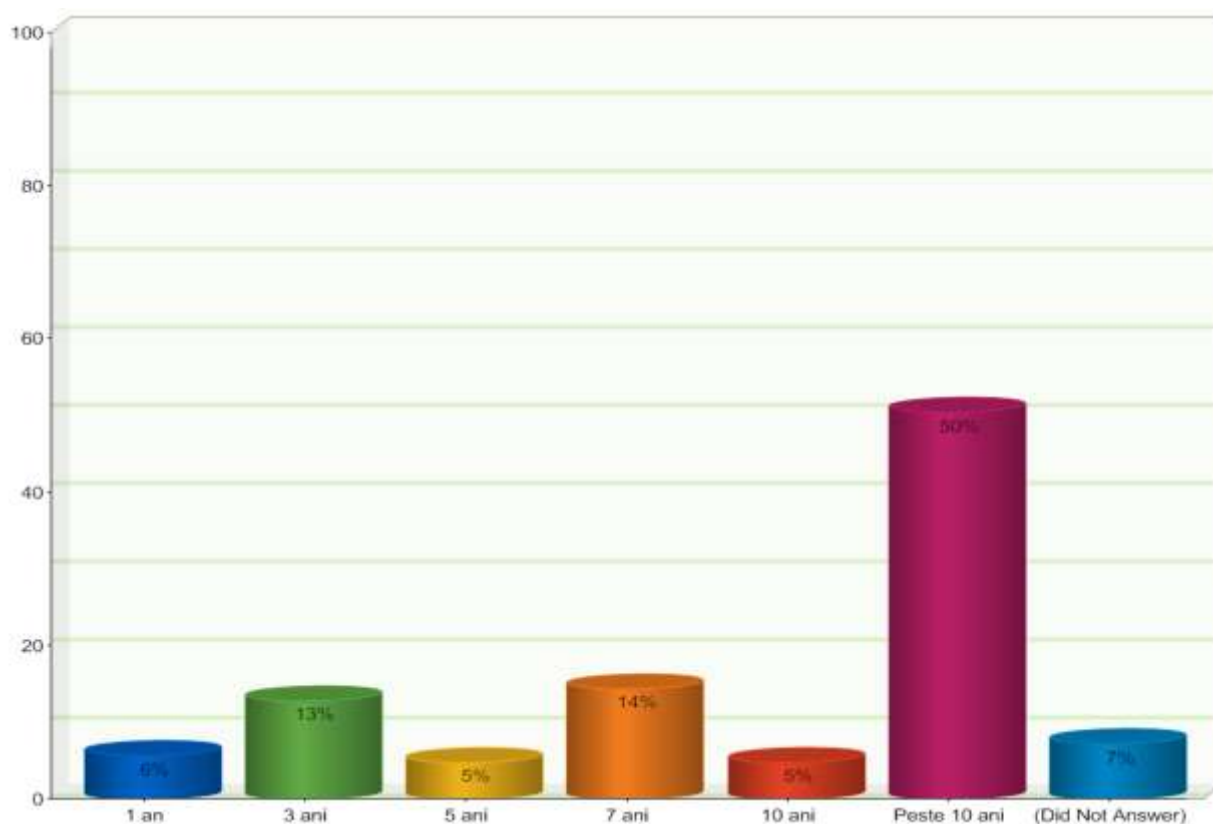


Figure 16 – Employment's dynamics (I) – previous employment of archaeologists based on the feedback to the individual questionnaire

The data gathered by the individual questionnaire shows that:

- ✓ 8 archaeologists of the 125 who answered the questionnaire worked in archaeology for more than 1 year, respectively 6%
- ✓ 16 archaeologists of the 125 who answered the questionnaire worked in archaeology for more than 3 years, respectively 13%
- ✓ 6 archaeologists of the 125 who answered the questionnaire worked in archaeology for more than 5 years, respectively 5%
- ✓ 18 archaeologists of the 125 who answered the questionnaire worked in archaeology for more than 7 years, respectively 14%
- ✓ 69 archaeologists of the 125 who answered the questionnaire worked in archaeology for more than 10 years, respectively 55%
- ✓ 7% of the archaeologists who completed the on-line individual questionnaire did not answer this question

Information upon the previous dynamics of employment is provided also by the institutional questionnaire as indicated in the Table 10 above.

(12) Employment's dynamics (II) – future employment

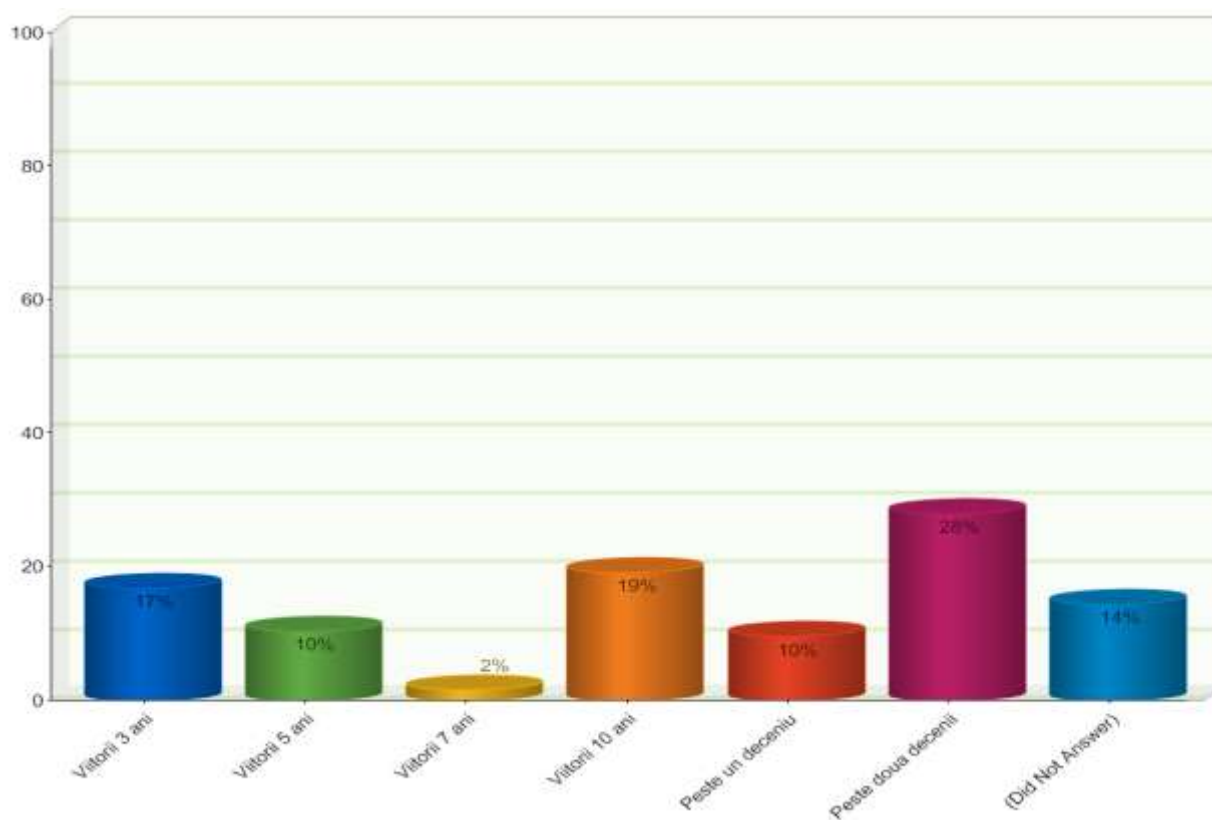


Figure 17 – Employment's dynamics (II) – future employment of archaeologists based on the feedback to the individual questionnaire

The data gathered by the individual questionnaire shows that:

- ✓ 21 archaeologists of the 125 who answered the questionnaire expect to work in archaeology for the next 3 years, respectively 17%
- ✓ 13 archaeologists of the 125 who answered the questionnaire expect to work in archaeology for the next 5 years, respectively 10%
- ✓ 3 archaeologists of the 125 who answered the questionnaire expect to work in archaeology for the next 7 years, respectively 2%
- ✓ 36 archaeologists of the 125 who answered the questionnaire expect to work in archaeology for the next 10 years and more, respectively 29%
- ✓ 35 archaeologists of the 125 who answered the questionnaire expect to work in archaeology for the next 20 years and more, respectively 28%
- ✓ 14% of the archaeologists who completed the on-line individual questionnaire did not answer this question

Information upon the future dynamics of employment is provided also by the institutional questionnaire as indicated in the Table 11 above.

(13) Salaries (net monthly income)

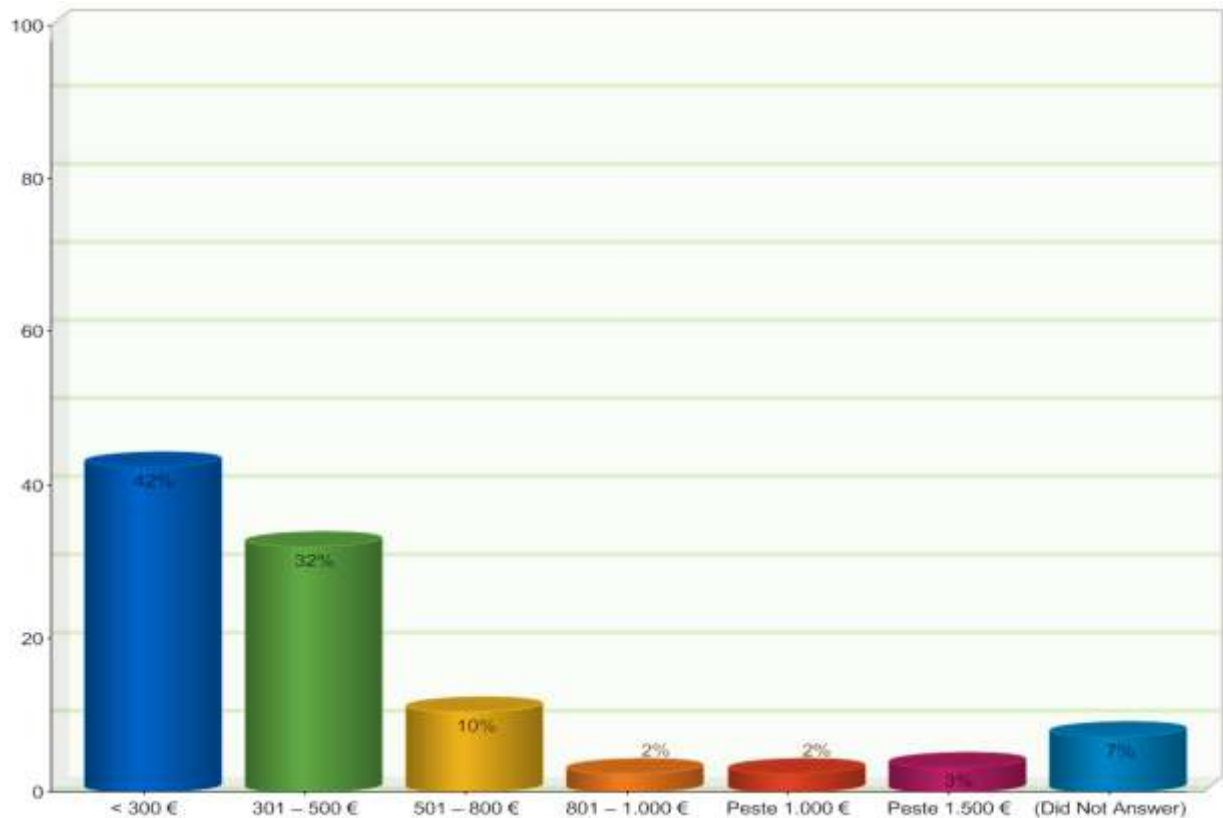


Figure 18 – Situation of the monthly net salaries of archaeologists based on the feedback to the individual questionnaire

The data gathered by the individual questionnaire shows that:

- ✓ 53 archaeologists of the 125 who answered the questionnaire have a net monthly income less than 300 euro, respectively 42%
- ✓ 40 archaeologists of the 125 who answered the questionnaire have a net monthly income between 301 and 500 euro, respectively 32%
- ✓ 13 archaeologists of the 125 who answered the questionnaire have a net monthly income between 501 and 800 euro, respectively 10%
- ✓ 3 archaeologists of the 125 who answered the questionnaire have a net monthly income between 801 and 1,000 euro, respectively 2%
- ✓ 3 archaeologists of the 125 who answered the questionnaire have a net monthly income more than 1,000 euro, respectively 2%
- ✓ 4 archaeologists of the 125 who answered the questionnaire have a net monthly income more than 1,500 euro, respectively 3%
- ✓ 7% of the archaeologists who completed the on-line individual questionnaire did not answer this question

Given the structure and content of the individual questionnaire, addressed anonymously, the data gathered in this way are to be use only for orientation, providing a perspective upon the level of salaries among the archaeologists working in Romania. Two

other aspects are to be taken into consideration in regarding the salaries of the archaeologists, namely: most of the archaeologists are employed by public institutions (either permanent labour contracts or temporary ones) and their salaries are confidential; quite a large number of archaeologists do have temporary incomes from additional research grants or contractual archaeology, but they are reluctant to speak openly about it. According to the law in Romania, only the archaeologists hired on management positions are supposed to complete yearly their income declaration.

The minimum gross monthly salary per economy in July 2014 in Romania was 900 lei (approx. 204.5 euro). The average gross monthly salary per economy in July 2014 in Romania was 2,298 lei (approx. 516.4 euro).

(14) Professional affiliation (national level)

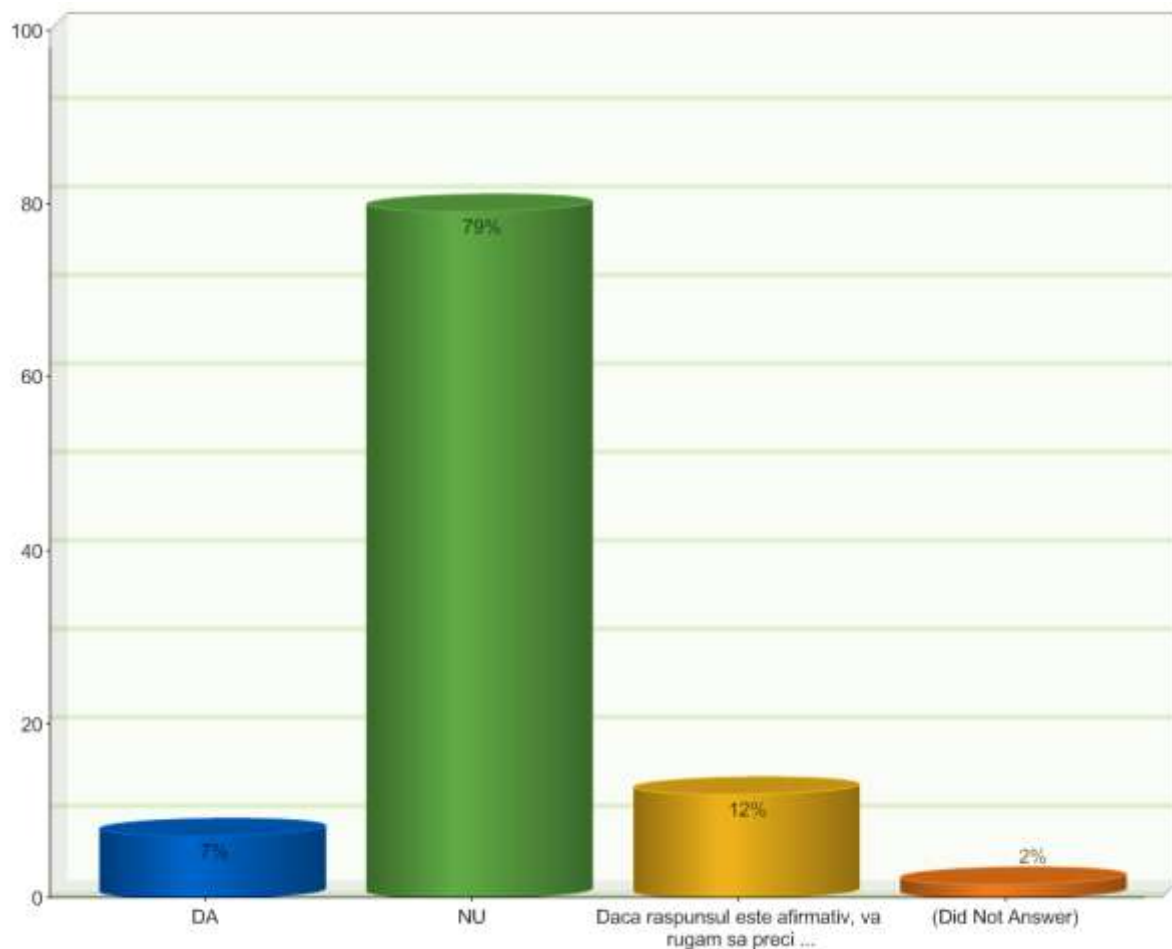


Figure 19 – Situation of the affiliation to professional associations of archaeologists based on the feedback to the individual questionnaire

The data gathered by the individual questionnaire shows that:

- ✓ 9 archaeologists of the 125 who answered the questionnaire are member of an archaeological association, respectively 7%

- ✓ 99 archaeologists of the 125 who answered the questionnaire are not member of an archaeological association, respectively 79%
- ✓ 15 archaeologists of the 125 who answered the questionnaire indicated the names of these associations, respectively 12%
- ✓ 2% of the archaeologists who completed the on-line individual questionnaire did not answer this question

(15) Professional affiliation (international level – European Association of Archaeologists)

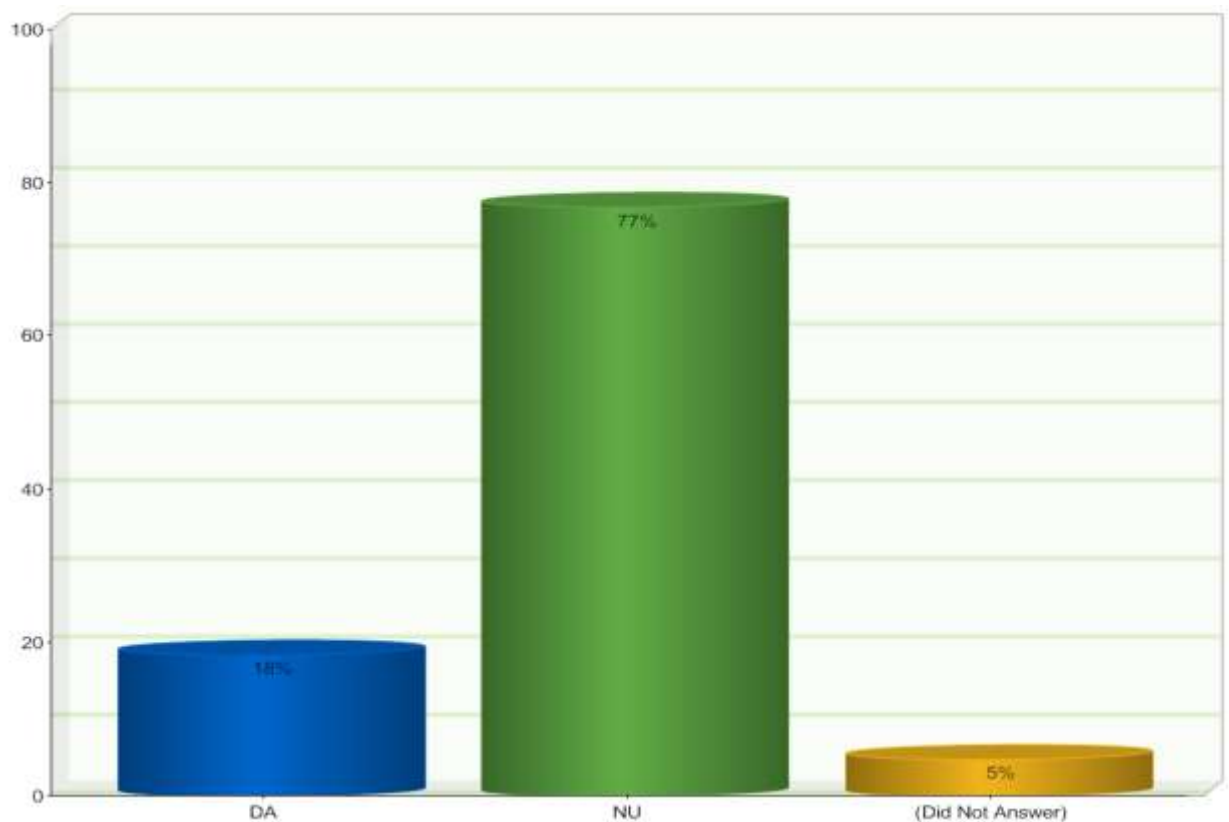


Figure 20 – Situation of the affiliation to the European Association of Archaeologists based on the feedback to the individual questionnaire

The data gathered by the individual questionnaire shows that:

- ✓ 23 archaeologists of the 125 who answered the questionnaire are member of EAA, respectively 18%
- ✓ 96 archaeologists of the 125 who answered the questionnaire are not member of EAA, respectively 77%
- ✓ 5% of the archaeologists who completed the on-line individual questionnaire did not answer this question

(16) Disabilities

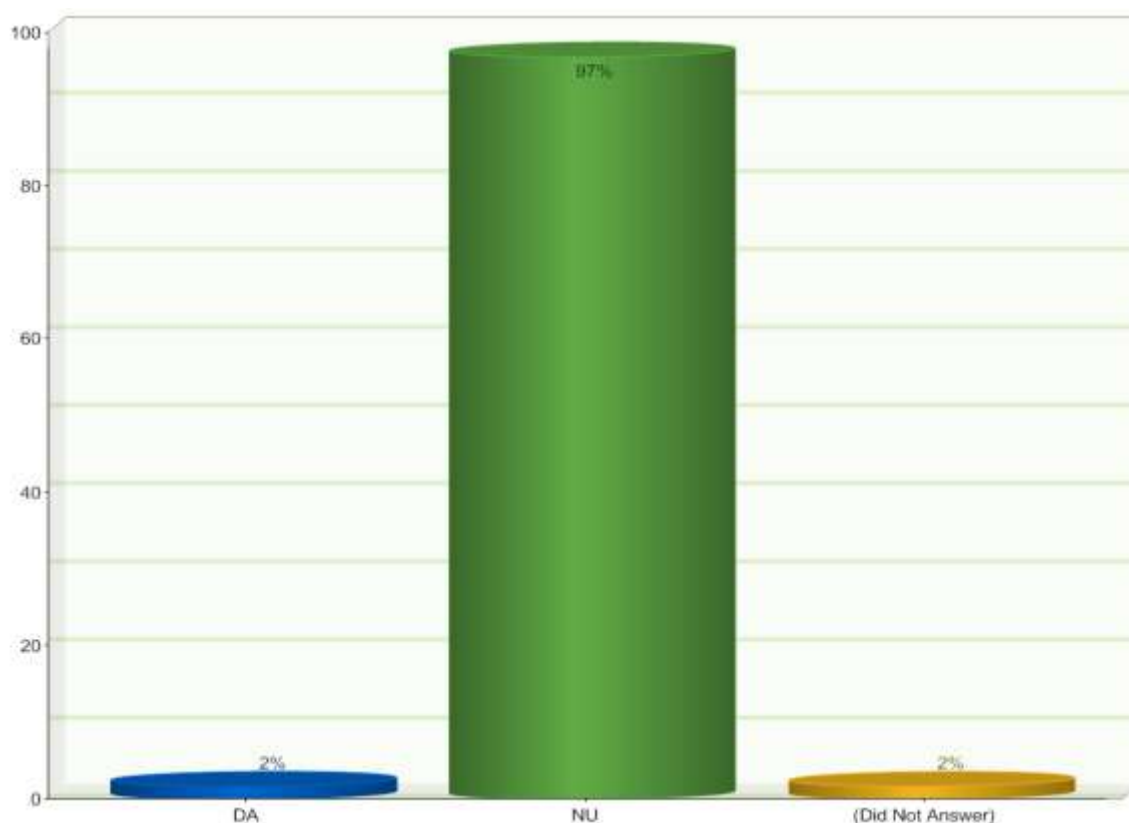


Figure 21 – Situation of the archaeologists with disabilities in Romania based on the feedback to the individual questionnaire

The data gathered by the individual questionnaire shows that:

- ✓ 3 archaeologists of the 125 who answered the questionnaire are persons with disabilities, respectively 2%
- ✓ 121 archaeologists of the 125 who answered the questionnaire are not persons with disabilities, respectively 97%
- ✓ 2% of the archaeologists who completed the on-line individual questionnaire did not answer this question

In Romania, there is a dedicated law concerning the persons with disabilities and their rights for employment (Law nr. 448/2006, amended in 2008). In 2013, the Institute for Public Policies (IPP) undertook a survey in Romania regarding the employment of the persons with disabilities. According to this study (available at www.ipp.ro/profiles.php?IDfile=170, only in Romanian) only 4.62% of the total number of the registered persons with disabilities in Romania are employed at national level, while only 1% are employed by public institutions. A special remark is to be made the fact that according to the above-mentioned law, any employer (public institution or private firm) with a total number of permanent staff above 50 persons is obliged to employ persons with disabilities.

IX. CONCLUSIONS

Since the survey undertaken both at institutional and individual level had an answering ratio around 25% the conclusions drawn are preliminary and indicating only trends as concerns the archaeologists and the archaeological profession in Romania.

It is obvious that archaeology is practiced mainly within public institutions and the few private firms in this domain (providing only consultancy services and archaeological survey) were reluctant to answer to the questionnaire.

A critical aspect refers to the lack of formal training for practicing archaeology beside the university curricula. Namely during the university studies a future archaeologist acquires mainly theoretical aspects for her/his professional training, while the practical aspects are left, to a large degree, to the future employer. But most of the employers, even for temporary labour contracts are mainly interested to hire well trained archaeologists, having good practical skills. If to consider that more than 80% of the archaeological excavations in Romania during the last 5 years were preventive ones, namely requiring a good adaptation to site and time constrains, technical aspects of archaeological excavations and rhythm of research, the situation of professional training for archaeology seems to be rather alarming.

The employment through permanent labour contracts in archaeology was much reduced in the last 5 years due to the economic crisis and the policies adopted by the government in regard to the employment in public institutions. Basically the young archaeologists graduating during the last 5 years had very few opportunities to be employed on permanent archaeological position. Their only alternative are the temporary labour contracts, mainly related to research projects (maximum 1 to 3 years) and the contractual archaeology projects developed in connection to the construction of the motorway infrastructure. While the employers who answered the questionnaire considered that the number of archaeologists with permanent contracts in their organisation is adequate, with a tendency to decrease in the next 3 years, the archaeologists answering the questionnaire were rather optimistic in regard to their future involvement in archaeology on medium/long term.

An important remark is to be made as concerns the professional degrees which are mandatory for the practice of archaeology in Romania, following the specific provisions of the national legislation regarding the Register of Archaeologists. As this survey indicated the expert archaeologists, namely the ones authorised according to the specific laws to led archaeological excavations do represent only about 35% of the total number of archaeologists in Romania (and only about $\frac{3}{4}$ of them being active, namely not retired or deceased) based on the public data of the Register of Archaeologists; if to analyse this number with the answers to individual questionnaire in this respect, one can presume that less than $\frac{1}{3}$ of the registered archaeologists in Romania can led currently archaeological excavations (preventive or scheduled / systematic), as being an expert archaeologist. This trend has to be set in connection with the decreasing number of PhD stages in ancient history and archaeology during the last 3–5 years in Romania, due to the retirement of the university professors and senior researches qualified as PhD tutors in the domain. Since according to the relevant Romanian legislation, an archaeologist can become a registered expert authorised to lead archaeological excavation only after graduating a PhD stage in ancient history and archaeology one has to outline this rather critical situation.

A major discrepancy was observed for the salaries, since most of the archaeologists (aged less than 40 years) have a monthly net salary of less than 500 euro, although

according to the law a high academic expertise is required, especially for leading archaeological excavations.

The very small number of professional associations of archaeologists in Romania compared to with the current system for registering the archaeologists set by the central administration show a major gap between the policy developed by the Ministry of Culture in regard to the archaeologists and the archaeological profession and the genuine problems encountered by the archaeologists (especially the ones under 40).

Following the results of this survey, it would be very useful to undertake a new one on these specific topics during the next 3–5 years and, in the same time, to see the conclusions of the transnational report in order to identify practical solution to improve the current situation.

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